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ABSTRACT

In 1992, the 7-year-old Community Study Visits program was given a new organizational structure to coordinate its aims with those of three European Community programs: PETRA, FORCE, and EUROTECNET. A cooperative network of representatives of the Member States, the National Liaison Officers, was set up. The success of visits depended on the National Liaison Officers who selected participants from their countries and organized visits of study groups. The program targeted prominent vocational training experts. In 1992, 352 of 400 selected applicants took part, and 43 groups visited the 12 Member States. The following criteria were used in constituting the groups: interest in the same topic; ability to converse in a common language; participants from a variety of Member States; and equal numbers of male and female participants. The organization of the visits followed this model: information, contacts, reflection, summary, and evaluation. The topics were selected to ensure a link with the PETRA, FORCE, and EUROTECNET programs. Vocational training of young people, further training, and vocational training and new technologies were studied. The program was assessed using group interviews, assessment seminar, travel notes from participants, reports from National Liaison Officers, and a participant survey. (Appendixes include list of National Liaison Officers, regulations, synopsis of study visits, forms, topics, and lists of participants and groups.) (YLB)

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CEDEFOP panorama

ED 379 469

Community study visits programme

Report on activities 1992

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CEDEFOP

panorama

Community study visits programme

Report on activities 1992

Duccio Guerra
CEDEFOP

March 1993

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1. Foreword

The Community Study Visits programme for vocational training experts came into being in 1985. CEDEFOP was entrusted with the running of the programme by the Commission of the European Communities.

After seven years of activity CEDEFOP was requested by the Commission to give the programme a new organizational structure in order to coordinate its aims with those of the three Community programmes PETRA, FORCE and EUROTECNET. A number of measures were introduced to initiate the new phase on the basis of an organizational model which concorded with these new objectives. This model was introduced in the course of 1993 and from 1994 onwards some 600 vocational training experts will participate annually in the Study Visit Programme.

On account of this, the annual report which normally limits itself to activities for the preceding year will contain remarks relevant to the seven year period 1985-1992.

2. A challenge for CEDEFOP

When the Commission entrusted CEDEFOP with the organization of the programme in 1985, the Centre had to formulate a procedure which did not form part of its original area of activity.

This constituted a service which required a great amount of organizational and financial resources bringing the Centre into direct contact with a large spectrum of vocational training experts.

It was evident from the outset that this would obtain little recognition and that the risk of failure was high.
Even where the programme was successful, little recognition was to be expected, as the larger part of the work was regarded as that of an agency (similar to that of a travel agency) in no way comparable to the more complex intellectual work in the area of study and research.
In addition there was a high risk that direct contact to a very large number of participants would result in complaint and protest from individuals not satisfied with the service offered.

Concerning finances, it was clear from the outset that this activity would claim a substantial part of CEDEFOP's modest resources. For this reason the Commission advocated when the programme was initiated to increase CEDEFOP's budget by an amount equal to the grants awarded in the first year. In the following years the programme was funded from the Centre's budget which was no easy task as a balance had to be struck with other on-going activities.

Nonetheless, the Directorate and the CEDEFOP Management Board decided to pursue activities in this area and to take up the challenge which was to provide CEDEFOP with the opportunity to demonstrate that it could work productively and flexibly in this new area. A team was set up comprising a staff member and a secretary both of whom devoted half their working time to the programme.

The initial phase proved difficult partly on account of the fact that the Commission imposed a "rigid" institutional system. This consisted of a network of representatives of public bodies nominated in each Member State by the competent national authorities.

There were, therefore, grounds to assume that within the cooperative structure strongly dependent on the behaviour of public administrations, it would be difficult to ensure flexible and unbureaucratic organizational visits. It later became apparent that to a large extent these fears were not justified.

3.1 The National Liaison Officers

It was a reasonable and sensible decision of the Commission to set up a cooperation network consisting of representatives of the national public administrations: the National Liaison Officers. The latter had the delicate task of selecting applicants on the basis of fixed criteria.

The National Liaison Officers were and are high-level officials in the national public administrations (high ranking officials, directors, directors general). It was for them not always easy to coordinate this precise work in organizing (also from the point of view of logistics) the study visits with the important role they play in their own bodies. For this reason many National Liaison Officers make use of the services of external agencies for carrying out organizational work. Obviously this organizational work and an intermediary body has led to quite substantial costs. On account of this the National Liaison Officers in several Member States have delegated organizational tasks to subordinates who take a variety of approaches. In some cases the colleague of the national liaison officer has a clear mission and can act autonomously; in others he carries out the directions of his superior who continues to make the decisions.

An external agency providing technical support for the national liaison officer and guaranteeing highly professional organization would seem to be the best solution.

There are cases in which the national liaison officer also assumes this task in addition to his normal duties as a sort of "honorary position" who volunteers a certain amount of overtime and even himself pays a certain part of the cost of organizing the visits.

The success of the visits depends to a large extent on the National Liaison Officers as they select participants from their own countries and organize the visits of study visit groups.

In connection with welcoming study groups, the National Liaison Officers are responsible for all organizational aspects from purely logistic matters to matters relating to the plan of the study visit.
Normally, the national liaison officer meets the group, holds an introductory speech on the vocational training system in his country and participates in the final assessment meeting at the end of the visit.

It is interesting to note that initially the National Liaison Officers played a less prominent role on account of numerous reservations regarding the activity. As the programme has progressed, the attitude of the National Liaison Officers has changed to become extremely cooperative.

It should be stressed in addition that organization of visits requires the capacity to find

flexible solutions when confronted with unforeseeable situations. In this the human factor plays a decisive role and in many cases it is on account of these personal relationships between the National Liaison Officers that solutions have been found which would not have been possible within the official framework of the activity.

After seven years it can be said that the cooperation network of the National Liaison Officers in organizing the programme is a decisive element.

Annex 1 of this report contains a list of all National Liaison Officers who have been involved in our programme. For reasons known to us and which we would not like to elucidate, the National Liaison Officers have changed more frequently in some countries than in others. It is evident, however, that a certain stability among National Liaison Officers promotes both relations and the work. It must be said that even when National Liaison Officers changed in the course of the programme everything necessary was done to ensure continuity.

Table 1: Turnover in National Liaison Officers

Country	1985	1986	1987	1988	1989	1990	1991	1992	Total
Belgium (nl)	-	-	-	-	-	1	-	1	2
Belgium (fr)	-	-	-	1	-	-	-	1	2
Denmark	-	1	-	1	-	1	-	-	3
Germany	-	-	-	-	-	-	-	-	0
Greece	-	-	-	-	1	-	-	-	1
Spain	-	-	1	1	-	-	1	1	4
France	-	-	-	1	-	-	1	-	2
Ireland	-	-	1	-	1	1	2	1	6
Italy	-	1	-	-	-	1	-	-	2
Luxembourg	-	-	-	1	-	-	-	-	1
Netherlands	-	-	-	-	-	1	-	1	2
Portugal	-	-	1	-	-	1	-	1	3
United Kingdom	-	2	-	1	1	-	2	1	7
Total	-	4	3	6	3	6	6	7	35

In conclusion, it must be pointed out that cooperation between National Liaison Officers and CEDEFOP with regard to funding the programme (see section to follow) has been extremely fruitful. The programme costs are borne in almost equal parts.

4. Selection of participants

From the very outset the programme target group was identified jointly with the EC Commission and the National Liaison Officers.

It was decided that the programme should address in particular vocational training experts who in their occupational environment could create a certain multiplier effect, i.e., who are in a position to initiate an information flow to spread information on the results of the study visits and, where possible, to launch initiatives on cooperation with other participants in the study visit programmes.

For this reason it was agreed that the programme should target prominent vocational training experts.

As a result a priority list of target groups was drawn up:

A. vocational training specialists from employer and workers associations;

B. vocational training experts in public bodies;

C. directors of vocational training schools and trainers;

D. researchers, scientists, staff involved in the information sector.

It should be noted that on account of the freedom given to the National Liaison Officers concerning selection of candidates, only general guidelines were provided and it was the responsibility of the national liaison officer to adopt measures he considered suitable for his country.
This has always been an important principle (and in our view should remain so) for relations between CEDEFOP and the National Liaison Officers.

Generally in the quest for applicants for the programme contacts were made with national associations of employers and workers as well as with central and local public administration bodies.
In certain cases institutes (schools, centres) involved in vocational training were selected by the National Liaison Officers on account of their significance at national or regional level.

The National Liaison Officers decided independently on the number of grants to be awarded to the various target groups without interference from CEDEFOP. It was pointed out to the National Liaison Officers that they should ensure a balance between participants between urban and rural areas and between men and women.

5. Participants: occupational status

The application forms cast light on the occupational areas in which applicants are employed:

Table 2: Occupational activity of participants (percentage)

Participants' main occupation in the vocational training field:	1986	1987	1988	1989	1990	1991	1992	average
preparation of political decisions in this area	11,8	11,2	15,4	14,7	12,1	13,4	10,8	12,77
coordinating vocational training among social partners	18,1	17,9	13,0	12,4	11,8	13,6	10,8	13,94
planning, funding, organization	20,1	35,1	26,4	25,7	28,7	29,5	27,6	27,59
teaching (e.g. in vocational training centres)	34,7	18,7	17,5	13,7	19,8	17,0	20,2	20,23
monitoring vocational training	8,3	7,5	6,1	10,4	11,5	8,4	8,8	8,71
research and evaluation	1,4	5,2	9,3	9,1	5,6	5,6	7,1	3,19
information and documentation	0,0	0,0	4,9	10,1	3,8	5,0	6,5	4,33
others	5,6	4,5	7,3	3,9	6,7	7,5	8,2	6,24

source: CEDEFOP - application form

The descriptive categories contained in the table can be divided into three main areas:

- political area,
- administrative area
- vocational training practice

Some 21.6% of participants are involved in "preparation of political decisions": and "coordination of vocational training between social partners". In 1992 this percentage was lower than in previous years (on average 25.5%). There is no information available from which to conclude why there has been a decrease in the numbers participating from categories which have been particularly targeted by the programme as multipliers.

The area of administration and planning, funding and assessment of vocational training constitutes a substantial and stable percentage.

This data can be compared with that contained in the following table produced by the yearly survey on participants.

Table 3:

Employer:	1990	1991	1992
public administration	22,13	23,17	21,65
trade union organization	9,49	5,79	7,48
employers' organization	6,32	14,29	10,23
private enterprise (goods and services)	6,72	6,56	4,72
technical and vocational college (education system)	15,02	19,69	21,25
vocational training centre/institute (not in the education system)	20,95	15,44	18,11
university/research institute	5,14	1,93	4,33
documentation centre/library	0,40	0,0	0,39
association	6,72	3,86	4,72
Others	7,11	8,49	7,08

source: CEDEFOP - survey of participants

It is noted that the directors of technical and vocational colleges and the trainers (general eduction system) make up almost 40% of participants and thus constitute by far the largest group. This is in contradiction to the priorities which the programme set regarding target groups.

It must be considered however that a large part of the experts from companies or social partner organizations are also principally trainers and for this reason are inclined to classify themselves under their original occupation rather than under a less clearly defined one. It is therefore very possible that a certain percentage of individuals describing themselves as "trainer" have a different occupational status and in the statistics could be classified in a different category.

However, the problem still remains that there is a need to privilege the desired occupational group in selecting participants.

The data however should be viewed in the light of the particular national situation:

Table 4: Occupational activity of participants by country (percentage (%)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	Total
A	13,0	5,9	11,6	5,0	4,2	17,1	5,9	4,4	14,3	43,5	9,5	6,4	10,8
B	4,3	35,3	4,7	0,0	12,5	24,4	5,9	11,1	14,3	8,7	0,0	8,5	10,8
C	8,7	23,5	23,3	10,0	31,3	19,5	41,2	35,6	28,6	13,0	33,3	44,7	27,6
D	26,1	23,5	23,3	80,0	22,9	4,9	17,6	13,3	28,6	17,4	14,3	8,5	20,2
E	26,1	0,0	18,6	0,0	4,2	0,0	11,8	2,2	14,3	0,0	23,8	12,8	8,8
F	13,0	0,0	2,3	0,0	6,3	17,1	5,9	17,8	0,0	0,0	4,8	2,1	7,1
G	4,3	5,9	4,7	0,0	10,4	14,6	0,0	6,7	0,0	8,7	9,5	2,1	6,5
X	4,3	5,9	11,6	5,0	8,3	2,4	11,8	8,9	0,0	8,7	4,8	14,9	8,2

source: CEDEFOP - application form

A = preparation of political decisions in this area
B = coordination of vocational training between social partners
C = planning, funding, organization
D = teaching (for example in vocational training centres)
E = inspection/control of vocational training
F = research and assessment
G = information and documentation
X = others

The classification by country shows that the social partners are strongly represented among the Danes (35,3 %) and French (24,4 %), public bodies are particularly strongly represented by participants from Italy (35,6 %) Portugal (33,3 %) and Spain (31,3 %), and teachers and strongly represented in groups from Greece (80 %), Luxembourg (28,6 %), Belgium (26,1%), Denmark (23,5 %) and Germany (23,3 %).

Renewed examination of table 2 shows a relatively high percentage of participants employed in public administration. This receded slightly in 1992 but figures for preceding years confirm this trend.

A possible interpretation may lie in the dominant role which public administrations (as the employer of National Liaison Officers) play in the Study Visit programme. It may be assumed that the National Liaison Officers receive requests from colleagues in their own bodies to participate. In addition, where selected candidates withdraw at

short notice it is much easier for the National Liaison Officer to find a substitute in the body in which he works. These factors offer an explanation for the high percentage of participants from the public administrations.

Participants from employer and trade union organizations which make up 18% are clearly under-represented, although defined as a priority target group in the initial concept.

A number of problems in this area would point to the need to revise recruitment methods for applicants in the Member States.

6. Participants in the 1992 programme

In 1992 352 of a total of 400 selected applicants took part, 48 grants were not used.

Since 1990 the annual number of grants has been 400, although this has never been completely used (see table 6) as substitutes could not always be found for participants who step down.

Table 5: number of participants 1985 - 1992

1985	1986	1987	1988	1989	1990	1991	1992	Total
121	145	138	255	307	373	359	352	2 050

Table 6: number of available/awarded grants **1992**

Country	Available grants	Awarded grants	Percentage %
Belgium	25	23	92
Denmark	18	17	94
Germany	51	43	84
Greece	25	20	80
Spain	51	48	94
France	51	41	80
Ireland	18	17	94
Italy	51	45	88
Luxembourg	9	7	78

Netherlands	25	23	92
Portugal	25	21	84
United Kingdom	51	47	92
Total	400	352	88

The problem of **withdrawals** is unavoidable although quantatively should be kept as low as possible.

Withdrawals cause complications as they impede work and often lead to financial loss for the current year as the grants which are paid out and not used remain in the budget and can only be reused in the following year (the funds are not available for the current financial year).

Table 7: number of withdrawals

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	Total
Withdrawals	5	1	16	6	16	11	5	20	4	7	7	11	109
Substitutes	2	0	11	1	9	10	4	14	2	4	2	6	65

In 1992 there were a total of 109 withdrawals, i.e. over 25 % of participants could not take part in the study visits giving rise to a search for substitutes which could only be found in 65 cases; 44 of the grants lapsed.

Table 6 shows that the problem of withdrawals is much greater in certain countries than in others. This can be for a variety of reasons and we have no specific information allowing thorough analysis of the phenomenon which causes the greatest overall disturbance to the organization of the programme.

Perhaps measures can be initiated to make applicants aware of the material and financial damage caused by withdrawal and causing him to take more seriously the obligation of the application.

With regard to the balance between male and female participants in 1992 there was a male preponderance.

Table 8: Participants by sex

	Men	Women
1985	80%	20%
1986	79%	21%
1987	77%	23%
1988	76%	24%
1989	75%	25%
1990	68%	32%
1991	65%	35%
1992	65%	35%

Although certain progress has been made, much remains to be done to ensure a balanced participation. In this the National Liaison Officers can play an important role by adopting certain measures when seeking and selecting applicants.

7. Organization of the visits

7.1. The groups

In 1990 43 groups were organized which took part in the same number of visits in the twelve Member States.

The normal criteria were used in constituting the groups:

- all participants should be interested in one and the *same topic*;
- all participants should be in a position to converse in a *common language*;
- participants should come from a variety of Member States, whereby care should be taken to ensure that the number of participants of the same nationality do not cause an *imbalance in the group*;
- a group can be regarded as balanced when it consists of equal numbers of *male and female participants.*

The **topic**, in our opinion, should be the main criteria influencing the group's constitution. The individuals should be placed in groups on the basis of their interest in a particular topic. The choice of country for the visit is also an important criterion but is subordinate to that of topic. It has become clear to us over the years that at time participants have decided to visit a particular country obviously for tourist reasons. In the course of the years, every action has been taken to reduce the risk of the study visits being used for tourist purposes.

A certain code of conduct was formulated for participants (see annex 2) (participation in the activities of the group, stay in the same hotel, absence of other family members). These aim to impede behaviour which does not promote the aims of the study visit.

Participants evaluate positively the fact that groups are made up of **varying nationalities**. This encourages a sort of "visits within a visit", i.e. a very fruitful exchange of information between participants who have the opportunity to get to know each other better. To encourage this flow of information within the group, CEDEFOP recommends that participants should provide information diagrams and documentation related to the vocational training systems in their own countries.

Concerning the **common language** it must be noted that the high level of communication within the group is attributable to a certain "babylonian" communication using a number of languages simultaneously and to the readiness of the group members to cooperate. The situation is much more difficult for those who - either intentionally or unintentionally - over-estimated their own language knowledge in the agreed common language.
The survey among participants clearly points to these difficulties which we shall look at later.

The National Liaison Officers invest a large amount of organizational and financial resources in employing one or several professional interpreters to accompany the group throughout and to help them make themselves understood. The language factor is decisive for ensuring communication and is a decisive factor for the success of the visit.

On account of this, future applicants must be made aware of the extent to which overestimating language ability can damage themselves and other participants in the study visit programme.

Table 9: Participants by country of origin and knowledge of the group's language

Country of origin	Total individuals	Mother tongue	1	2	3
Belgium	23	12	6	5	0
Denmark	17	0	5	12	0
Germany	43	2	14	25	2
Greece	20	0	18	2	0
Spain	48	2*	21	25	0
France	41	16	6	17	2
Ireland	17	15	1	1	0
Italy	41	0	15	28	2
Luxembourg	7	0	5	1	1
Netherlands	21	0	5	18	0
Portugal	20	0	9	12	0
United Kingdom	47	38	5	4	0

Other languages: level of knowledge:
1 = I understand very well/I speak fluently
2 = I understand well/I speak quite well
3 = I understand fairly well/I speak little
* participants with two mother tongues

A balance between **men and women** was rarely attained, although attempts were made when compiling the groups to ensure that both were represented.

For a variety of complex reasons cooperation in mixed groups developed a more fruitful and professionally more interesting dynamism.

7.2. The visits

In 1992 43 study visits were organized in twelve Member States with vocational training experts from all twelve Member States participating.

Table 10: number of visits by countries visited

Country visited	Total number of groups
Belgium	3
Denmark	3
Germany	7
Greece	2
Spain	3
France	8
Ireland	2
Italy	5
Luxembourg	1
Netherlands	2
Portugal	2
United Kingdom	5
Total	43

In formulating the overall visit plan, care was taken to ensure that the visits were distributed equally among the Member States, taking into account the different number of grants allocated to each state. In spite of this, experience has shown that some countries are entrusted with more organizational tasks than others as they organized more visits. This organization requires not only a certain amount of work, but also a certain amount of expense (cost of interpreters, supervision, local transportation, etc.).

The unequal distribution is accounted for by the fact that the countries selected depend on the choice made by participants on the application form. As already mentioned, priority is given to the "topic" of the visit yet as far as possible (in 1992 in 75% of the cases) the applicant's preference for a certain country is taken into consideration as it may be assumed that there is a logical correlation between the topic and country selected.

For these reasons, the (unsuccessful) attempt - unsuccessful - was made in previous years to couple the selection of certain topics with certain Member States. This initiative met with little resonance, as all Member States expressed their willingness to organize visits on all topics and there seemed little sense in giving certain countries a monopoly of certain problems or topics.

In organizing the study visits, the attempt was made as far as possible to ensure that the common language was the language of the country hosting the study visit. This is often a matter of coincidence, but on occasions through swopping members between groups it was possible to attain this. It was evident that there are practical and economic advantages where the study visit group uses the language of the host country.

The following table shows that in practice, the opportunity to arrange visits in the language of the host country arises much more often in the case of the "strong" (widely-spread) languages, particularly with regard to French and English.

Table 11: Groups which use the language of the host country

Host country	Total groups	Groups in the language of the host country
Belgium	3	1
Denmark	3	0
Germany	7	2
Greece	2	0
Spain	3	0
France	8	4
Ireland	2	2
Italy	5	1
Luxembourg	1	1
Netherlands	2	0
Portugal	2	0
Untied Kingdom	5	3
Total	43	14

Table 12: Division of visits by language used

Language used	Groups
Spanish	0
Danish	0
German	3
Greece	0
English	25
French	14
Italian	1
Dutch	0
Portuguese	0

Table 12 shows a clear imbalance in favour of English and French. This means that Great Britain and France who generally were heavily involved in the organization usually do not have to calculate for interpretation costs for a certain number of study visits.

The actual **organization of the visit** followed the model proposed by CEDEFOP:

A. information
B. contacts
C. reflection
D. summary
E. evaluation

A. Information:

The participants first of all received information on the vocational training system in the country which they were visiting. This information supplemented documents which they had received from CEDEFOP and which contained, among other things, a monograph on the vocational training system in the host country.

The general information event provided participants with the opportunity to update their knowledge and to put questions to national experts and to ask for explanations.

Frequently this general introduction to the system was provided by the National Liaison Officer or by an expert from an external agency.

The reports compiled by participants show clearly that these introductions were more useful when they were accompanied by audiovisual media or by comprehensible graphic representations.

This first part of the visit often took place in the office of the National Liaison Officer or at the headquarters of the external agency.

Almost all participants termed these general information events as particularly useful. In some cases they complained of the uncritical representation of the vocational training system in the host country.

Frequently the information part of the visit provided detailed information on how parts of the vocational training system functioned with particular reference to the topic of the study visit (e.g. "the initial training system", during a visit on the topic "training of young people").

It should be added that participants also received a "good dose" of information on the structure and work of the host body - information not always relevant or of use to the study visit.

B. Contacts:

In line with the topic examined during the visits, contacts between the group and the environment were promoted through organizing suitable meetings (see list of bodies visited in the various Member States, Annex 3).

Usually during the visits, particular attention was paid to meetings with bodies directly involved with the issue: specialized schools, vocational training centres, pilot projects, industrial enterprises, commerce and service industries, public bodies, employer and trade union organizations. Meetings were also held with staff responsible for activities in the Community programmes PETRA, FORCE, EUROTECNET (See Annex 3).

This part of the study visit is the most complex with regard to organization and content and on occasions the participants pointed to certain deficiencies:

- the bodies receiving the groups had not been adequately informed about the nature and aims of the meeting,

- visits to firms often had the character of a general "walk around", where explanations were offered on production techniques or other characteristics of the firm, even where these had no relevance to the study visit,

- during visits to schools and training centres the infrastructure was often presented and direct meetings with trainees and trainers did not take place.

In spite of these reservations, almost all study visits contained interesting and relevant meetings, as the survey of participants confirmed (see V).

In 1992 contacts were made with some 200 institutions, bodies, schools and firms.

At a rough estimate, in the seven years of the programme's existence, some 1000 different bodies and 4000 individuals have been involved.

C. Reflections:

With regard to content, the study visits offered a broad spectrum of important current issues relating to the various topics (for more detailed information see the dossier "travel notes"):

* topic **Training of young people**: general training system, initial vocational training, relationship between school and vocational training, assessment of learning, the relationship between the training of young people and the labour market, counselling of young people, the use of electronic media in the vocational guidance of young people, information on occupations, measures to *create jobs*, social and occupational integration of underprivileged youth and youth for whom it is difficult to find employment, etc.

* topic **Further training:** the development of occupational skills, further training, in-company training, development of skills and qualifications, key qualifications, the relationship between vocational training and the company, the didactics of adult training, autotraining, on-the-job training, computer-aided learning, experience with distance learning, assessment of vocational training, etc.

* topic **New Technology**: adapting skills to technological development, technology as a medium of instruction, new qualifications for innovation avoiding exclusion, innovative measures, acquisition of collective technological knowledge, the system of school and vocational training and progressive technological innovation, technical instruction, didactic aspects and innovative solutions etc.

This phase of reflection aimed to provide participants with the opportunity to digest the information in order to be able to summarize this and to make best possible use of their experience.

In many cases, participants had the opportunity to meet together at the end of a study visit day and to discuss with their guide the content of the visit to draw consequences, make comparisons and to compare various approaches and findings.
In those cases where there was no opportunity to do so, the participants noted this deficiency in the reports.

D. Synthesis:

Although varied in form, this stage of the study visit was organized frequently. In its planning, CEDEFOP took as a point of departure the fact that in the course of the visit the information conveyed was of necessity of a fragmentary nature and that thus synthesis is necessary in order that participants acquire a more global perspective of the issue.

On the initiative of CEDEFOP, in some cases a round-table talk was held with experts and representatives of the social partners to provide participants with the opportunity to verify and compare. It was not always possible to organize such a round-table talk at the end of a visit on account of the tight time-schedule of round-table partners. When such an event was held it doubtless contributed to the quality of the study visit.

E. Assessment:

At the conclusion of almost all the study visits a meeting was held to assess the visit, giving participants the opportunity to express their opinion on the organization and success of the study visit. The National Liaison Officer participated frequently at this meeting.

At the end of the visit, participants also had the opportunity to exchange views among themselves and with those responsible for organizing the visit and could voice their criticism and constructive proposals.

Concerning the logistics of the visit, the National Liaison Officers took care of finding and booking accommodation for the participants and organizing the required transport on site. In some larger cities public transport was used.

Each group had a guide. The latter was usually a vocational training expert who had the task of liaising between the visiting group and the host country. The presence of a guide is of decisive importance for the success of a visit as he/she constitutes a contact person for the participant to whom he can address questions in the course of the visit.
It should be mentioned that in some of the Member States, this guide function has been institutionalized, i.e. the same individual acts as guide for all groups and is responsible for the technical organization of the visit.

In some cases the National Liaison Officers also provided the services of a professional interpreter in those cases where the common language of the group was not the language of the host country.
In some cases language teachers or final year students at interpreting schools offered their services. It is preferable to avail of the services of a professional interpreter, even though this may entail substantial cost.

7.3. The topics

In 1992 the topics were selected to guarantee a link with the Community programmes PETRA, FORCE, and EUROTECNET.

In treating the three areas "Training of young people", "Further training" and "New Technologies" in the various Member States specific aspects and activities in the host country were the focus of attention (see also point 7.2.).

Table 13: division of topics for the various visits

Topic selected	Number of visits
A Vocational training of young people	18
B Further training	16
C Vocational training and new technologies	9
Total	43

The topics in the area of vocational training and the employment of young people predominated in eighteen study visits. A number of meetings were arranged with those responsible for the PETRA project and this facilitated a fruitful exchange of views (see also dossier "travel notes" of the participants.)

It should be stressed that almost all participants (96%) were able to participate in a visit on the topic which they had marked as their preference on the application form.

Table 14: Choice of topics by country of origin of participants

Country of origin	Participants/Topics			Number of participants
	A	B	C	
Belgium	15	5	3	23
Denmark	9	8	0	17
Germany	18	17	8	43
Greece	17	2	1	20
Spain	17	15	16	48
France	15	19	7	41
Ireland	6	5	6	17
Italy	16	15	14	45
Luxembourg	2	5	0	7
Netherlands	7	11	5	23
Portugal	9	7	5	21
United Kingdom	17	21	9	47
Total	148	130	74	352

Table 15: Participants who were able to take part in the topic requested by them on the list of preferences

Preference								Total	
1 a		2 a		3 a		other topic			
No	%	No	%	No	%	No	%	No	%
334	94,89	6	1,70	10	2,84	2	0,57	352	100

8. The system of assessing the programme

The work of the programme is monitored constantly through a system of "hearings", interviews and talks with organizers and participants.
In addition, an assessment system has been developed to function as a regulatory measure for the programme. This system is based on:

- **group interviews** (groups selected at random): interviews are carried out by CEDEFOP staff at the final meeting to assess the visit. In 1992 five such groups interviews were held.

- **assessment seminar**, which are organized by the National Liaison Officers for all vocational training experts from his country who took part in study visits in the current year. In 1992 two seminars were held at national level with the organization and financial support of CEDEFOP. It must be said that these seminars were of great use as they provided the National Liaison Officers with the opportunity to assess how the study visits affected the whole group of participants and to what extent they had profited from the knowledge and experience they had gained. These seminars require substantial organizational and financial support.
  During the seminars, the participants make many suggestions and recommendations which CEDEFOP takes into consideration.

- **The travel notes from participants:** each participant is required to transmit to CEDEFOP and the National Liaison Officer a report containing his observations and criticisms and proposals.
  The reports are read and evaluated in the language in which they are written. As in total they comprise more than 1000 pages this requires substantial but indispensable work commitment.

- **The reports from the National Liaison Officers** are a useful tool for analysis of the Study Visit Programme as they reflect the various perspectives of the main agents involved in the individual countries.

- **The survey of participants** using *anonymous questionnaires* which are distributed to every participant. The questionnaire (see Annex 5) is returned to CEDEFOP from the participant who preserves anonymity.
  There is no means of checking who returns the questionnaire and who does not. In spite of this the numbers of questionnaires returned is quite high (73.30 % in 1992).

  This detailed questionnaire aims to evaluate not only the efficiency, but also the efficacy in the view of those mainly involved in the study visits.

  While reference is made to the original text with regard to the reports of participants and the report on the work of the National Liaison Officers, the findings of the survey carried out among participants in the 1992 Study Visit Programme are looked at in greater detail in the following section.

The survey of participants

As in previous years, the number of questionnaires returned was fairly high (73.30 %).

Table 16: Return by country of origin of the participants receiving questionnaires

Country of origin	Questionnaires returned	% of all questionnaires returned	% of all participants
Belgium	21	8,14	91,30
Denmark	11	4,26	64,71
Germany	31	12,02	72,09
Greece	17	6,59	85,00
Spain	38	14,73	79,17
France	28	10,85	68,29
Ireland	12	4,65	70,59
Italy	31	12,02	68,89
Luxembourg	7	2,71	100,00
Netherlands	15	5,81	65,22
Portugal	12	4,65	57,14
United Kingdom	35	13,57	74,47
Total	**258**	**100**	**73,30**

The questionnaire covers 5 different areas:

1. Questions on **organization of the study visit**
2. Questions on **the group**
3. Questions on **CEDEFOP**
4. Questions on **the efficiency of the programme**
5. Proposals.

8.1 Organization of the study visit programme

Table 17:

Treatment of the topic compared to expectations	1985	1986	1987	1988	1989	1990	1991	**1992**
satisfactory	53	45	35	46	39	60	65	**65**
quite satisfactory	45	53	64	53	59	33	31	**29**
unsatisfactory	2	2	1	1	2	7	4	**6**

Table 18:

How do you assess the organization of the study visit programme	1985	1986	1987	1988	1989	1990	1991	**1992**
good	52	49	71	85	79	70	74	**77**
fairly good	46	43	29	14	18	28	25	**17**
bad	2	3	0	1	3	2	1	**6**

Table 19:

How do you assess the time plan	1985	1986	1987	1988	1989	1990	1991	**1992**
programme too full	-	-	-	-	-	21	31	**33**
satisfactory	-	-	-	-	-	69	62	**66**
too short	-	-	-	-	-	10	7	**1**

source: questionnaire of participants

The tables speak for themselves: the participants express a high degree of satisfaction. From 94% of participants the treatment of the topic was satisfactory or relatively satisfactory. This finding is significant because the topic is an important indication as to whether expectations of the participants were fulfilled.

The same holds true for assessment of the organization and time plan.

The tables also provide the opportunity to compare data over a period of years, although this is not entirely possible as the questionnaire was devised in 1990 and several questions were added to the questionnaire.

From comparison, it can be ascertained that almost all values have stabilized at a certain level and there is little deviation from this.

8.2 The Group

Table 20:

How did you find communication within the group?	1986	1987	1988	1989	1990	1991	1992
simple	37	39	44	43	57	63	52
relatively simple	49	43	54	52	42	36	47
difficult	12	17	2	5	1	1	1

Table 21:

Homogeneity of the group involved:	1986	1987	1988	1989	1990	1991	1992
the group was homonogenous	14	17	17	16	25	27	27
the group was fairly homongenous	-	-	-	-	65	63	62
the group was fairly heterogenous	55	56	67	64	8	9	9
the group was heterogenous	31	25	16	20	2	1	2

Table 22:

How do you assess the willingness of group members to cooperate:	1986	1987	1988	1989	1990	1991	1992
very strong	48	55	63	67	74	79	74
some degree of willingness	49	43	36	31	25	20	26
none	3	1	1	2	1	1	0

source: survey of the participants

From the outset of the study visit the group members identify with the group and develop a feeling of solidarity which nurtures their willingness to cooperate. Generally the group is not very homogeneous. It was made up of individuals from a number of countries who speak a variety of languages and have various occupations. The common denominator is a common interest in the same topic.

All are vocational training experts, yet their interest varies depending on their occupational status: trainers, trade unions and employees in public administrations are all interested in the topic "training of young people" although their perspective and their vocal point of interest may be very different. However, it is possible to find areas of joint interest and the heterogenous nature of the group has a positive impact. The fact that participants come from a number of countries leads to a fruitful exchange of information and provides an opportunity for dynamism based on relationships between experts from a number of countries which at times results in cooperation. It is not possible to assess quantitatively the positive impact of the programme. A retrospective survey in 1990 was carried out on the impact of the programme on the contacts between participants (this examined programmes from previous years). At that time it was ascertained that the "cooperation effect" was minimal from a quantative point of view as contacts between participants decrease after the third year and principally took the form of an exchange of information. In our opinion this analysis should be deepened and supportive action initiated to ensure that the overt willingness to cooperate evident within the study visit groups is maintained over a longer period.

8.3 CEDEFOP

CEDEFOP represents the interface for all organizational issues and all critical aspects. The organizational structure of the programme is complex and there are a large number of important details to be taken into consideration, all of which are interacting. As a result of this initially minor mistakes can have a much larger impact.

The participants receive documentary material on the study visit and documentation on the topic, the country and the common language of the study visit. Our permanent information service (manned by a small number of staff working on a rota) is available outside working hours.

The amount of grants depends on the distance by rail between the place of residence of the applicant and the place where the study visit is being held. The grants are paid in two instalments and there are a number of procedures for reimbursement to CEDEFOP of grants which have been paid but where participants have not been able to participate (for example where a participant withdraws at short notice).

A service has been set up which certifies that participants have taken part in the visit (in 1992 150 such certificates were issued).
In addition, this service also offers support in emergencies, accidents, illness and similar problems where the services of insurance companies and hospitals are made use of.

CEDEFOP is also involved in the planning of the programme, it gives its opinion of programme proposals made by the National Liaison Officers, maintains contacts with the cooperation network and Task Force in the Commission, draws attention to delays at national level and in emergences helps in finding substitute participants where withdrawals arise.

These details should help in interpreting the following tables.

Table 23:

How do you assess the general organization by CEDEFOP?	1986	1987	1988	1989	1990	1991	1992
very good	-	-	-	-	33	42	45
good	74	83	89	86	53	50	44
fairly good	26	17	11	12	13	7	10
bad	0	0	0	2	1	1	1
very bad	-	-	-	-	0	0	0

Table 24:

The information which you received from CEDEFOP was:	1986	1987	1988	1989[1]	1990	1991	1992
precise and useful	68	69	67	57	59	71	70
too general and of average use	29	25	30	35	37	27	28
of little use	2	4	3	8	4	2	2

Table 25:

The amount of the grant is in your view:	1986[2]	1987[2]	1988[2]	1989[2]	1990	1991	1992
adequate	-	-	-	-	38	48	48
barely adequate	-	-	-	-	39	43	44
inadequate	-	-	-	-	23	9	8

source: survey of participants

[1] These questions relate to the documentation supplied by CEDEFOP
[2] The question relating to the size of the grant was only incorporated in the questionnaire in 1990.

The participants generally assess the organizational work of CEDEFOP positively and pay tribute to the careful work done by the administrative assistant and the secretary who are responsible for organizational details.
There were some negative assessments of the amount of the grant which almost half of the participants assessed as "barely adequate". Those running the scheme are aware that the financial contribution of CEDEFOP cannot cover all costs accrued by the participants during the five day study visits. The grant was raised slightly in 1991

but for budgetary reasons it is difficult to forecast if it will be increased in the foreseeable future. Every effort is made to ensure that the first instalment of the grant (90 %) is paid before the participant departs to ensure that they have necessary funds to purchase tickets and to cover initial subsistence costs. The delay for transfer of funds must be taken into consideration and grants must be paid quite a long time before departure. Generally the participants appreciate such endeavours to ensure transfer of the grant.

8.4 Efficiency of the programme

The questionnaire contains a number of questions to assess to what extent the results of the programme accord with the aims which are to be achieved. It should be recalled that the programme had set itself the following aims:

- to broaden the occupational knowledge of vocational training experts by supplying information at Community level,
- to add impetus to the flow of information between experts coming from various Member States,
- to promote cooperation between vocational training experts,
- promote the dissemination of ideas.

Table 26:

To what extent has participation in the Study Visit Programme influenced your occupational activity:	1986	1987	1988	1989	1990	1991	**1992**
strongly	67	75	69	75	33	33	**31**
quite strongly	25	23	29	23	59	57	**59**
scarcely	3	1	2	1	8	10	**10**

Table 27:

To what extent has the Study Visit Programme contributed to broadening your occupational knowledge?	1986	1987	1988	1989	1990	1991	**1992**
strongly	59	59	51	59	62	66	**70**
quite strongly	34	37	48	37	36	31	**28**
scarcely	3	3	1	3	2	3	**2**

Table 28:

To what extent does the programme help to disseminate ideas and information within the Community:	1986	1987	1988	1989	1990	1991	1992
strongly	67	77	81	77	77	73	79
fairly strongly	29	22	19	21	21	26	20
scarcely	3	1	0	1	2	1	1

Table 29:

To what extent does the Programme contribute to promoting cooperation between vocational training experts at Community level?	1986	1987	1988	1989	1990	1991	1992
strongly	52	56	67	58	76	72	75
fairly strongly	41	43	30	40	20	22	23
scarcely	4	1	3	2	4	4	2

source: survey of participants

From table 26, it is very apparent that 90% of the participants are of the opinion that the programme has influenced their occupational activity (strongly or fairly strongly). This is reinforced by participant study visits reports in which often the wish is expressed to incorporate ideas and measures into their own occupational environment.

Through analysis of a different situation (a differing social and cultural context) comparisons are made with the home situation. Participants tend to compare the information they receive with their home context and to look at both situations from the perspective of "advantage and use".

This of course does not go to prove the efficiency of the programme, but rather the impression of efficiency of the programme which participants have. We are of the opinion that the degree of satisfaction of the participants has a positive effect on their assessment of efficiency and that these results are more a pointer than a decisive evaluation element.

This is also true for tables 28 and, in particular 29, which seem to indicate that the programme makes a direct and substantial contribution to promoting cooperation between vocational training experts in the Member States.

In any case, the evaluation of efficiency of the programme by the participants is an important indicator of its success and one could envisage a survey to verify the real impact of the visit.

8.5 Suggestions from participants

The questionnaire also contains questions on the type of programme which participants in past study visits would regard "ideal".

Table 30:

In your view the topic should be:	1990	1991	1992
broadly based, in order to give participants a general overview	16	20	18
relatively broadly based but have a particular theme	57	46	51
particularly specific to facilitate deeper knowledge of certain aspects	27	34	31

Table 31:

The group should be made up of:	1990	1991	1992
individuals from various Member States and occupational areas	70	71	71
individuals from various Member States who have the same occupational background	27	25	27
individuals from the same country who have the same occupational background	3	3	2

Table 32:

How long should the visit last?	1990	1991	1992
less than 5 working days	3	4	5
5 working days	61	58	66
5 to 10 working days	34	37	28
more than 10 working days	2	1	1

source: survey of participants

The findings of these tables speak in favour of the model used: study visits of a duration of five working days, linked to a specific topic, not to a broad general topic, i.e. relating to specific aspects.

It must be noted, however, that a substantial percentage (31%) would find it worthwhile to organize a visit on a specific topic. Without wishing to reiterate what has already been said in earlier annual reports about the close relationship between the degree of specialization of a topic and the homogeneity of a target group, it must be ascertained that if the programme is to continue to appeal to a broadly defined public, with regard to their affiliation to certain occupational fields, then general topics must be chosen in future which are of interest to individuals, a variety of occupational fields and with varying focal points of interest.

This is also confirmed by table 33 which points to the priority aim of promoting contacts between "employed" and between individuals from various Member States and various occupational areas.

It cannot be ignored that a relatively large percentage of participants expressed their willingness to take part in longer study visits, although in our experience a duration of 5 days is a barrier which is hard to surmount, particularly for those individuals who hold responsible positions (and it is at this group that the programme is particularly targeted). However, the possibility should be examined of running a number of parallel visits which are of a more lengthy nature and more specialized for participants coming from a clearly defined occupational field.

9. The cost of the programme

In 1992 CEDEFOP contributed DM 983 550 which was divided up as follows:

Participants' grants	DM	928 450
Meetings	DM	25 500
Translations	DM	9 600
Graphics, Printing and miscellaneous	DM	20 000
Total	**DM**	**983 550**

To this must be added indirect costs for staff (one full time administrative assistant, one member of staff dedicating half his time, one secretary) infrastructure and for materials.

The direct cost of the study Programme accounts for some 15% of CEDEFOP's budget.

To the costs borne by CEDEFOP must be added those of the twelve Member States in organizing visits and in welcoming groups (interpreters' fees, guide fees, costs for local transport, representation costs, etc.). It is not possible to estimate these costs although it may be assumed that they are not greatly inferior to those borne by CEDEFOP (estimate: DM 850.000).

10. Conclusions

In the seven years since the initiation of the Study Visit Programme, 2050 vocational training experts from the twelve Member States have participated.
Some 1000 organizations, institutions and public bodies have been involved in the visits.

A total of 317 study visits have been organized in the twelve Member States.

These isolated statistics can only give an impression of the activity which was made possible by many anonymous individuals whose operation has scarcely been praised and to whom we would like to express our thanks.

We were delighted that numerous personalities from the research world consider this initiative so worthwhile that they have devoted several hours of their time to it. In lieu of all of them we would like to express thanks to Prof. Bertrand Schwartz who imparted his wealth of knowledge and personal warmth to several study visit groups.

Naturally, some may still regard the Study Visit Programme as a leisure time activity for those travelling abroad. Such prejudices are hard to eliminate. We remain of the conviction, however, that the programme makes a modest but tangible contribution to the rapprochement of citizens in Europe.

We wish to express particular thanks to the National Liaison Officers for the important contribution they have made, for their personal sacrifice in terms of time above and beyond their duties. Our thanks is due to them that the 1992 programme fulfilled the highest expectations.

The past seven years of the programme bring one phase to a close. The second is already on the starting blocks and appears promising. all the more so with the aim of contributing to the success of the Community programmes PETRA, FORCE and EUROTECNET.

Duccio Guerra
March 1993

Annex 1

List of National Liaison Officers

Country	NLO	Period	Technical support body	Period
Belgium (nl)	François Dutre Josef Clarys Freddy Tack	1985 - 1990 1990 - 1992 1992 - 1993		
Belgium (fr)	Sig. Dumortier Jacques Wilkin Maurice Bustin	1985 - 1988 1988 - 1992 1992 - 1993		
Denmark	Grete Erskov Ditte Noergaard-Andersen Svend-Erik Povelsen Mette Beyer-Paulsen	1985 - 1986 1986 - 1988 1988 - 1990 1990 - 1993		
Germany	Willi Masiankowski	1985 - 1993	Carl-Duisberg-Gesellschaft	1985 - 1993
Greece	Ignatios Hatziefstratiou George Voutsinos	1985 - 1989 1990 - 1993		
Spain	Enrique Retuerto de la Torre Sig.ra Puntonet del Rio Sig. Iribarren Udobro E. Ruiz Muñoz de Baena Carmen Roman Riechmann	1986 - 1987 1987 - 1988 1988 - 1991 1991 - 1992 1992 - 1993		
France	Annie Ornon Josette Pasquier Marie-Jeanne Maurage	1985 - 1988 1988 - 1991 1991 - 1993	Centre INFFO	1988 - 1993
Ireland	Pat Dowlin Michael Mc Grath Margaret Kelly Stephen Falvey Vincent Wrynn Tom Kavanagh Pauline Gilgea	1985 - 1986 1987 - 1989 1989 - 1990 1990 - 1991 1991 1991 - 1992 1992 - 1993		
Italy	Pierino Rosa Salvatore Cifelli Nicola Fiore	1985 -1986 1986 - 1989 1990 - 1993		
Luxembourg	Paul Lenert Jean Tagliaferri	1985 - 1988 1988 - 1993		
Netherlands	Klaas van Dijken Ineke van Nes-Sas Hans F. Hoekzema	1985 - 1989 1990 - 1992 1992 - 1993	CIBB (Centrum Innovatie beroepsonderwijs bedrijfsleven)	1985 - 1993
Portugal	Vilhena Veludo Sig. de Carvalho Dumas Dinis José Brito Idalina Pina Amaro	1986 - 1987 1987 - 1990 1990 - 1992 1992 - 1993		

CEDEFOP

Community Programme of Study Visits for Vocational Training Specialists

Regulations

1. Programme organisations

CEDEFOP is responsible for the general running of the programme. There is a National Liaison Officer (NLO) in each Member State who has been given responsibility for hosting and organizing the study visit. CEDEFOP bears the cost of the grants to participants and covers the programme overheads, while the authorities in the host countries bear the cost of receiving the groups and arranging their visits.

2. Financial contribution

The grant is intended as a **financial contribution** and in some cases it may not cover all the costs incurred by participants. It is paid to participants in Deutschmarks and will be converted to their national currencies by their banks. Payments will be made in **two instalments**:

a)the first will be made once CEDEFOP receives the undertaking (form 3) confirming that the applicant wishes to take part in the study visit programme. If the form (or confirmation by telephone, telex or fax) is not received by CEDEFOP two weeks before the departure date at the latest, the application will **automatically be cancelled**. Participants are therefore strongly advised to return the form, duly completed and signed, as quickly as possible. If neccessary, a participant may fax CEDEFOP a copy of the form (fax no. 49 30 884 12 222 - Community programme of study visits), forwarding the original by post at the same time. If the form is lost or fails to arrive, the participant is asked to notify CEDEFOP as soon as possible and it will forward another copy.

b)the second instalment will be paid once CEDEFOP receives the participant's report (see item 9), which should arrive no later than three weeks after the study visit ends. CEDEFOP reserves the right to cancel the second instalment of the grant if the participant fails to meet the deadlines.

3. Cancellation

If participants are prevented, at short notice, from taking part in the study visit (for example due to illness), they must inform the department responsible within CEDEFOP as soon as possible, and where possible the national liaison officer (NLO) in the host country as well. Since only NLOs may nominate participants, under no circumstances may a person withdrawing from the programme nominate another person to take his or her place. Participants who are unable to take part in the planned study visit are expected to repay any financial contribution received from CEDEFOP. Under no circumstances may the grant be transferred to a third party, even if that person is likely to take the original participant's place.

4. Withdrawal

Payment of the grant places participants under an obligation to take part in the entire (five-day) period of the study visit. If participants drop out of the visit before it is completed, they will be required to repay the whole of the financial contribution to CEDEFOP.

If participants have to cut short the study visit due to circumstances beyond their control, they must furnish appropriate supporting evidence (for example, a medical certificate). CEDEFOP will reduce the amount of the financial contribution, and will ask the participant to refund the equivalent of one fifth of the specified contribution towards subsistence costs per day's absence from the visit.

5. Travel and subsistence expenses

All travel and subsistence expenses shall be borne by participants, who will pay them direct. The amount of the financial contribution does not depend on the form of transport chosen by participants, although they will undertake to be present from the beginning of the study visit.

Before they leave, participants are advised to change enough money to cover their expenses in the host country. They are also advised to contact a travel agency to find out whether any special rates are available, for example cheap flights.

6. Insurance

It is the participant's sole responsibility to arrange for any travel, accident, sickness and similar insurance. In accepting the financial contribution, participants agree to bear any costs incurred as the result of an accident, sickness or other factor, whether or not it is covered by insurance. The national liaison officer shall incur no financial liability in this respect. Participants are advised to bring the insurance documents with them in order to facilitate any insurance arrangements in case of need.

7. Family members

The programme is too tightly scheduled to allow for any "tourist sight-seeing" during the five-day visit. The success of visits depends on each participant being wholeheartedly involved in group work, and participants **are explicitly requested not to bring with them members of their family or other persons unconnected with the programme during the five days of the study visit.**

8. The group

Study visits are organised in "groups", whose members are matched as closely as possible to ensure that they have a shard interest in the subject of the visit as well as a working language in common. At the same time, however, the variety of nationalities and professional backgrounds should enhance the value of the visit to participants. The members of a group may choose a spokesperson and/or rapporteur (see item 9).

9. Final report

Each participant is required to submit a report to CEDEFOP, together with once copy to the national liaison officer for his or her own country, no later than three weeks after the end of the study visit. Individual reports may, however, be replaced by a group report drawn up by a rapporteur chosen for this pupos by the group. Reports will set out the participants' thoughts and opinions and at the same time will be the prerequisite for payment of the second instalment of the financial grant.
Reports must be **typed** in the language used by the group (or in German, English, Spanish, French or Italian). The report form provided by CEDEFOP will be use for this purpose.

This report will be one of the basic documents used in drawing up the final report giving an overall assessment of the programme. Each participant authorises CEDEFOP to publish his or her report in full or in the form of an extract or summary, unless he or she e explicitly requests CEDEFOP not to do so.

10. Interpreting

The membership of each group is arranged in such a way as to ensure that it has a common working language. If that language is not the language of the host country, national liaison officers will take the necessary steps to facilitate communication between the group and the people it meets.

11. Accomodation

The suggested accommodation (see form 2, "Composition of the group") has been selected by the national liaison officer, the aim being value for money. To ensure that the visit runs smoothly and to facilitate contact among participants, it is desirable for them to be accommodated in the same hotel. A final hotel reservation will be made on all participants' behalf unless they give explicit notice to the contrary to the person responsible for hosting the group (contact person) at least seven days before the visit. Any participant failing to give formal notice of cancellation of the hotel room reserved will be required to meet any costs incurred as a result (even if he or she does not take part in the planned visit).

CEDEFOP - Study Visit Programme
Bundesallee 22, D-1000 Berlin 15
Tel.: 49 30 884 12 130/166/175
Fax: 49 30 88 41 22 22
Telex: 184 163 eucen d

Annex 3

Programme communautaire de visites d'étude

Synopsis des visites d'étude 1992

Belgique

Groupe n° 11 du 01.06.92 au 05.06.92:
1 Présentation du système de FP belge + de chaque participant
2 IVOC + Fabrimétal
3 Promotion sociale Tour Madou + IBM
4 VTI Bruges, Ecole technique libre
5 Table ronde avec partenaires sociaux et évaluation

Groupe n° 26 du 12.10.92 au 16.10.92:
1 Idem
2 ITCF félicien Rops + ITCF Henri Maus
3 Service flamand pour l'emploi et la FP + centre de FP pour PME
4 Citroën + centre d'éducation
5 Idem

Groupe n° 42 du 30.11.92 - 04.12.92:
1 Idem
2 Centre de FP pour PME + école d'enseignement technique
3 Centre de FP pour administration, chimie et alimentation - CERIA
4 Centre psycho-médico-social
5 Idem

Danmark

Groupe n° 7 du 04.05.92 au 08.05.92:
1 Présentation du système de FP danois - Skive Handelsskole
2 Skive Tekniske Skole + Skive gymnasium
3 AMU-centre + Labour Market Committee Viborg
4 Centre de FP d'une grande entreprise (international pump production) + SEL Århus
5 Evaluation

Groupe n° 17 du 14.09.92 au 18.09.92:
1 Idem + Holbaek Business College
2 Holbaek technical college + Labour market committee
3 Danish council of vocational and educational guidance + danish union of office and business clerks
4 AUDEBO-school + NKT Cables + Vallekilde Hojskole
5 Evaluation

Groupe n° 37 du 16.11.92 au 20.11.92:
1 Présentation du système de FP danois + "Commercial college's centre for supplementary courses
2 Frederikshavn technical school + Mosbjerg agricultural museum
3 Hjorring technical school + Employment exchange
4 The commercial and clerical employees'union + EDP-college + entreprise "Brüel international"
5 Labour abd managment's educational centre + évaluation

Allemagne

Groupe n° 2 du 06.04.92 au 10.04.92:
1 Présentation du système de FP allemand + Office d'emploi d'Hambourg
2 Gesamtschule Steilshoop + Chambre du Commerce
3 Staatliche Handelsschule mit Wirtschaftsgymnasium
4 Deutsche Bundespost + verschiedene Bildungswerkstätten (PETRA)
5 Débat avec les partenaires sociaux + évaluation + discuccion avec des représentants des unions syndicales

Groupe n° 4 du 04.05.92 au 08.05.92:
1 Idem + l'office d'emploi
2 école generale + chambre d'industrie et du commerce
3 école professionnelle + Berufsförderungszentrum Essen (EUROTECNET)
4 visit a un entreprise + discussion sur des systèmes de formation professionnell en Europe
5 Idem

Groupe n° 14 du 22.06.92 au 26.06.92:
1 Idem + Industrie- und Handelskammer
2 Académie de l'Association des Fonctionnaires (EUROTECNET)
3 Ecole Professionnelle + L'office de l'emploi
4 Centre de formation inter-entreprise, spécialement pour des jeunes + Fleischhauer GmbH
5 Discussion finale avec représentant des employées et des employeurs

Groupe n° 15 du 07.09.92 au 11.09.92:
1 Idem + Arbeitsamt Stuttgart
2 Calwer Decken- und Tuchfabriken AG
3 Technologie-u. Bildungszentrum d. Handwerkskammer + Audi AG (projet FORCE)
4 Hahn & Kolb GmbH + Trumpf-Laser GmbH
5 Discussion finale dans la CDG

Groupe n° 19 du 21.09.92 au 25.09.92:
1 Idem
2 Ecole professionnelle d'électronique + chambre de commerce
3 DGB - institution pour le développement de la FP (projet FORCE) + visite du dépotoir (FORCE)
4 Coopération université-chambre des ouvriers + Mercedes-Benz
5 Idem

Groupe n° 30 du 19.10.92 au 23.10.92:
1 Présentation du système dual + Industrie- und Handelskammer
2 Deutsche Bank AG + Arbeitsamt
3 Handwerkskammer + Gesellschaft für angewandte digitale Informations- und signalverarbeitung
4 Entreprise Fleischhauer + Euro Lloyd
5 Débat avec les partenaires sociaux + évaluation

Grèce

Groupe n° 21 du 21.09.92 au 25.09.92:
1 Idem + institute of agricultural sciences + Technical and Vocational Lyceum
2 School for Sea captains on Hydra
3 Work Force Employment Sevice Organization + School of O.A.E.D.
4 Comprehensive School + School of tourist trade
5 Centre of Leather + meeting with PETRA project responsable

Groupe n° 34 du 02.11.92 au 06.11.92:

1 Institute for technical applications (EUROTECNET) + Institute for Vocational Training
2 Hellenic Management Association + Association for industrial and professional perfection + Hellenic Organization of small and medium sized enterprises and handicrafts
3 premises of Aluminium + visit to archaeological site of Delphi
4 Manpower Employment Organization + Technical Chamber of Greece
5 Prefectural committee of adult education

Espagne

Groupe n° 8 du 18.05.92 au 22.05.92

1 Instituto nacional de empleo + écoles-atelier et maisons des metiers
2 Visite à COFORM S.A.
3 Ecoles familieres agraries (PETRA) + Universidad complutense de Madrid + institut de ress. hum.
4 Compagnie electrique + visite a syndicat U.G.T.
5 Ecole-atelier + service centraux de l'INEM + sondage parmi participants

Groupe n° 25 du 05.10.92 au 09.10.92

1 Idem + national industry institute
2 Vocational training for adults (FORCE) + visit to vocational training centre for adults
3 Company of electricity + industrial organization school
4 Visite à grand magazin + union sindicale
5 Programme FORCE Coordinator

Groupe n° 35 du 02.11.92 au 06.11.92

1 Instituto nacional de empleo + workshop schools and apprenticeship centres
2 vocational training for young people (PETRA) + Oil company
3 workshop school + training institute
4 Company of electricity
5 Visit to Bank of Madrid + review of the week

France

Groupe n° 1 du 06.04.92 au 10.04.92

1 Centre INFFO + Centre de documentation
2 Parc de Sophia Antipolis + Centre internaional de communication avancée + mairie + centre de formation
3 Centre AFPA + administration régionale + entreprise PROCIDA + partenaires sociaux de la région
4 Société Eurocopter France + ASFO + Centre de formation et de recherche

Groupe n° 5 du 11.05.92 au 15.05.92

1 Idem
2 Chambre régionale de métiers + rencontre avec des journalistes + Institut de Formation de l'Artisanat + entreprise Laboratoire et électronique + conseil régional
3 Association de Formation Interprofessionnelle (ASFIDA) + Mission locale
4 Chambre de métiers + Lycée
5 Idem

Groupe n° 12 du 01.06.92 au 05.06.92

1 Idem
2 Direction départementale du Travail + Chambre du commerce et d'industrie (CCI) + entreprise Gillibert
3 Mission Nouvelle qualifications + Lycée professionnel
4 Mission locale jeunes + CCI Albertville + Lycée professionnel
5 Idem

Groupe n° 20 du 22.06.92 au 26.06.92

1 Idem
2 Visite du Technopole Metz 2000 + INFFOLOR + entreprise du secteur mécanique + zone industrielle + Centre d'autoformation + Centre AFPA
3 Institut de promotion de la Montagne + entreprise les "Zelles" + comité regional du tourisme + visite au FONGECIF
4 Visite de SOLLAC + College Europeen de technologie + AMIFOP - ASFO + entreprise Haironville
5 Idem

Groupe n° 24 du 05.10.92 au 09.10.92

1 Idem
2 Visite a Association Francais-Immigrés pour la Formation + zone industrielle de Noisiel
3 Visite au Group et au Centre CESI
4 visite a la SNCF + lycée professionnel
5 Idem

Groupe n° 31 du 19.10.92 au 23.10.92

1 Centre INFFO + Centre de documentation
2 AIR FRANCE, Service de formation + Usine Renault
3 Centre AFT-IFTIM
4 Chambre de métiers + visite a Association régionale pour l'insertion économique et sociale
5 Maison de l'Europe - évaluation
5 Idem

Groupe n° 43 du 07.12.92 au 11.12.92

1 Centre INFFO + Centre de documentation
2 CIFOB + Conseil régional de Bourgogne + entreprise SOBOCA
3 Visite du PHARE + entreprise AFPE
4 DAFCO + AFPA + ANPE
5 Maison de l'Europe + évaluation

Irlande

Groupe n° 27 du 12.10.92 au 16.10.92

1 Introduction + Irish education + Agriculture and Food Development Authority
2 Dublin vocational educational committee + Colaiste Dhulaigh
3 Regional technical college
4 FAS
5 CERT tourism industry + review

Groupe n° 36 du 09.11.92 - 13.11.92

1 Introduction + Irish education + FAS (national training and employment authority)
2 Vocational educational committee of Dublin + College (EUROTECNET) + College of marketing
3 Regional technical college + Dublin University
4 Irish Science and Technology Agency (EOLAS)
5 Evaluation

Italie

Groupe n° 3 du 04.05.92 au 08.05.92

1 Ministère du Travail + présentation + Ministère de l'Education nationale
2 Ministero pubblica istruzione (PETRA)
3 Istituto professionale di stato servizi commerciali e turistici + Presentazione PETRA
4 ENAIP + visita al centro di f. p. ENAIP
5 CEFOR (Centro di formazione e sviluppo delle risorse umane per gli enti creditizi + riflessioni

Groupe n° 13 du 15.06.92 au 19.06.92
1 Idem
2 ISFOL
3 House of representatives + ANAPIA (national association for vocational training)
4 ANAPIA residencial course + visit to a farm
5 ALITALIA training centre for pilots + reflections

Groupe n° 22 du 28.09.92 au 02.10.92
1 Idem + ISFOL
2 Centre de formation professionnelle IAL + IAL-CISL (sindicati)
3 Présidence du conseil des Ministres PROGETTO DONNA
4 CONFAPI (petites et moyennes industries + FEDERLAZIO (petites et moyennes industries du Latium)
5 Visite d'une entreprise + réflexions

Groupe n° 33 du 26.10.92 au 30.10.92
1 Idem
2 ISFOL
3 Ministère du Travail et de la Sécurité Sociale + Ecole du batiment
4 ENAIP + Centre de formation de ENAIP
5 Comitato legge di vito + réflexions

Groupe n° 39 du 23.11.92 au 27.11.92
1 Idem + Ministère de l'Education nationale
2 Institut pour le Developpement de la formation professionnelle ISFOL
3 ANCIFAP + ENFAP
4 Entreprise PHILIPS + ENFAP
5 ALENIA + réflexions

Luxembourg

Groupe n° 28 du 12.10.92 au 16.10.92
1 Accueil-présentation + Lycée technique des Arts
2 Lycée technique d'Esch + Centre de formation de l'ARBED (industrie sidérurgique)
3 Atelier de précision en méchanique + Chambre des employers privés
4 Entreprise Coedeux S.A. + Lycée technique hotelier
5 Visite centre formation continue Walferdange + bilan

Pays-Bas

Groupe n° 9 du 18.05.92 au 22.05.92
1 Welcome + Employment office + vocational training centre for adults
2 CIBB + Company school Machinefabriek
3 TELEAC
4 National body for the apprenticeship system + apprentice building site
5 Central Board Employment Service Board

Groupe n° du 19.10.92 au 23.10.92
1 Welcome + Ministry of Education and Science + agricultural training centre
2 Centre for innovation of vocational education and training (CIBB) + central board of regional bodies for the apprenticeship system (CORO)
3 National Body for apprenticeship system
4 PRESTO office + Biesboschcollege
5 Central Employment Service Board

Portugal

Groupe n° 6 du 11.05.92 au 15.05.92
1 Réception and présentation + IEFP
2 IEFP + CENFIM (FORCE)
3 UNESUL (Association universitaire entreprise du sud) + IEFP vocational training centre
4 IAPMEI + visit to "Fundicao de oeiras"
5 IEFP Department of training + evalution

Groupe n° 16 du 12.10.92 au 16.10.92
1 Accueil + présentation du programme PETRA + IEFP
2 IEFP
3 Centre de formation professionnelle d'IEFP + Agence locale d'Emploi
4 Ecole professionnelle + INDEP
5 Centre de formation pour le secteur alimentaire + bilan

Royaume-Uni

Groupe n° 10 du 01.06.92 au 05.06.92
1 Presentation + MARI Computer Training Websters Ropery
2 University of Sunderland (EUROTECNET) + Northumbrian Water
3 North East Media Training Centre
4 Eurotecnet project - University of Sunderland + water company (Northumbrian Water)
5 NEI + MARI Old Town Hall

Groupe n° 23 du 28.09.92 au 02.10.92
1 Idem + Education Authority + Anniesland College
2 IBM + Transport and General Workers' Union
3 Scottish Ballet + Glasgow Office + Jewel Esk. Valley College + Women's Training Centre
4 Anniesland College + Renfrewshire Entreprise
5 Renfrewshire Entreprise + Department of Employment + evaluation

Groupe n° 38 du 16.11.92 au 20.11.92
1 Idem Washington House (role of regional office and TECs)
2 Oldham Theatre Group (employment action programm) + Womens business centre
3 South & East Cheshire TEC's
4 Open learning centre at Trace + Metrotec Ltd.
5 Greater Manchester Museum of Science and Industry + evaluation

Groupe n° 32 du 30.11.92 au 04.12.92
1 Idem + College of Technology + Walsall training and enterprise council
2 Hereware college + Finham Park School
3 Dudley economic development department + Lye business centre
4 Solihull college of technology + Bourneville college of further education
5 Birmingham careers centre for presentation of traning credits + evaluation

Annex 4

CEDEFOP

Community Study Visits Programme for Vocational Training Specialists

End-of-visit Report

Participant code:		Name:	
Group code:		Host country:	

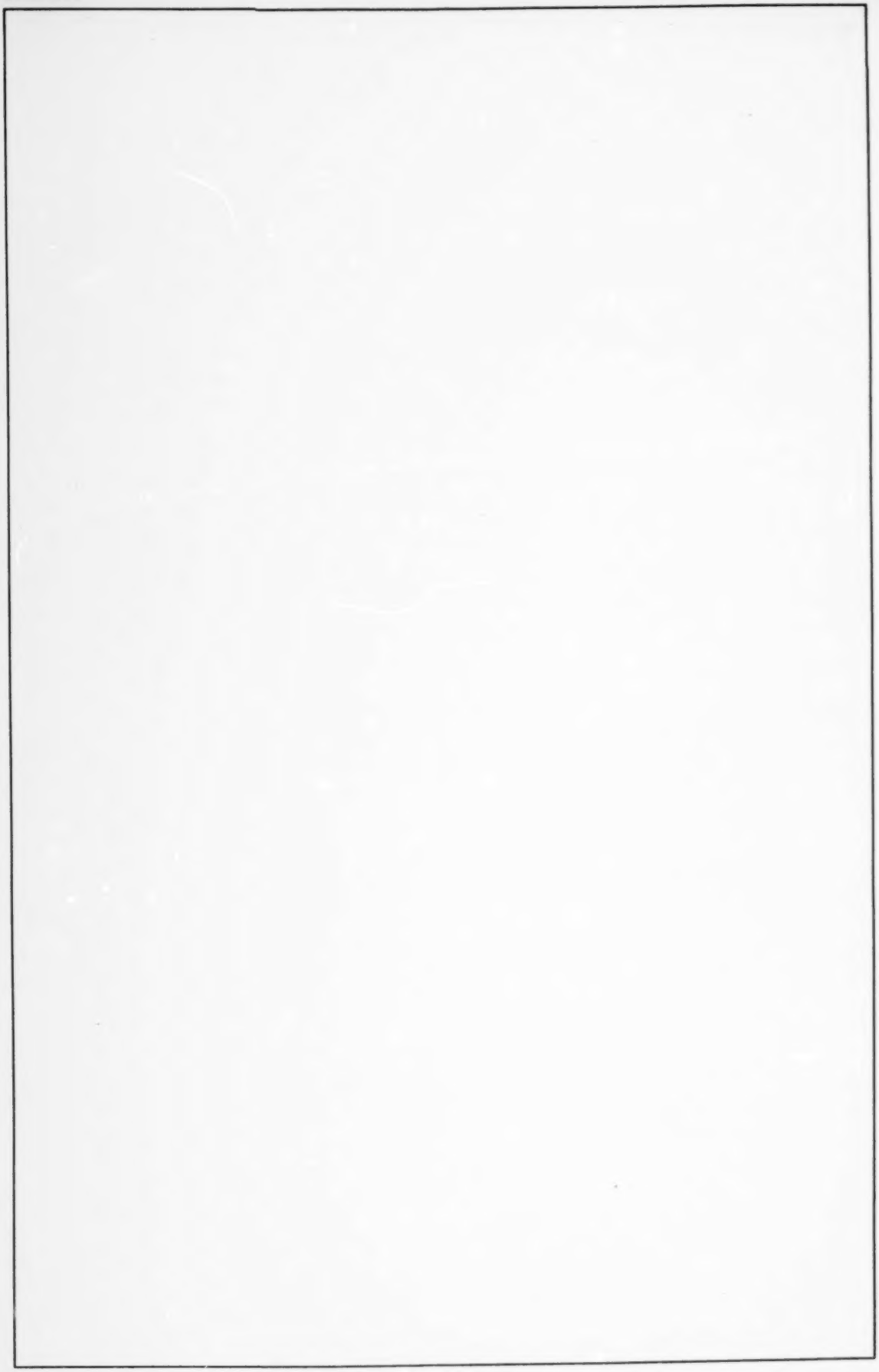
The end-of-visit report should be regarded primarily as a summary of participants' observations and reflections. The closest attention will be paid to their comments and proposals.
The reports (individual and group) will be made available to the officials in the Commission of the European Communities who are responsible for Community programmes. They may also be published.
The purpose of the boxes is to ensure that all reports are structured in the same way and are equally concise.
Point 1 (observations): express your criticisms, whether positive or adverse, of the *organization*, but do not describe what took place.
Point 2 (reflections): develop your *ideas* and set out those *arguments* which, taking your experience in the course of the visit as your starting point, give rise to general considerations on the subject covered.
Points 3 to 5: your *suggestions* for the benefit of the National Liaison Officers and CEDEFOP will be greatly appreciated.

Important notes:
- please type the report;
- send one copy to CEDEFOP and one copy to your country's National Liaison Officer;
- the report should preferably be in *the language used by the group as a medium* so that it is easier to read, if this is not possible, use one of the following languages: Spanish, German, English, French or Italian.

Thank you!
CEDEFOP
The Programme coordinator

1. Participant's observations

2. **Participant's reflections**



Participant's proposals

3. **For the National Liaison Officer in the country of origin**

4. **for the National Liaison Officer in the host country**

5. **for CEDEFOP**

Date: Signature:

Annex 5

COMMUNITY PROGRAMME OF STUDY VISITS FOR VOCATIONAL TRAINING SPECIALISTS

There are obviously ways in which the Community Programme of Study Visits could be changed and improved, and feedback from the participants themselves is a valuable guide. Each year we carry out a survey which enables us to audit the programme regularly.

We would ask you to complete this questionnaire and return it to us in a separate envelope in order to ensure anonymity.

We should like to thank you for your cooperation.

CEDEFOP
Programme coordinator

QUESTIONNAIRE

1. YOUR COUNTRY OF ORIGIN

11	12	13	14	15	16	17	18	19	110	111	112
B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

2. COUNTRY TO WHICH THE VISIT WAS MADE

21	22	23	24	25	26	27	28	29	210	211	212
B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

3. PERSONAL DETAILS

31. Sex:

311 ☐ male

312 ☐ female

32. Age:

321 ☐ 20 to 35

322 ☐ 36 to 50

323 ☐ over 50

33. To which category does your employer belong? (mark only one option):

331 ☐ Public administration (excluding educations/training activities)

332 ☐ Trade union organization

333 ☐ Employers' organization

334 ☐ Private enterprise (goods and services)

335 ☐ Technical and vocational college (education system)

336 ☐ Vocational training centre/institute (not in the education system)

337 ☐ University/research institute

338 ☐ Documentation centre/ library

339 ☐ Association

3310 ☐ Others

34. With which area of vocational training are you mainly concerned?
(mark only one option)

341 ☐ preparation of vocational training policy decisions

342 ☐ consultation amongst the social partners in vocational training

343 ☐ planning, financing, organization of training

344 ☐ training/instruction (vocational training centre, for example)

345 ☐ guidance and counselling

346 ☐ inspection/control of training activities

347 ☐ vocational training research

348 ☐ evaluation of training activities

349 ☐ information and documentation on training

3410 ☐ others

35. The level of responsibility attached to your function

351 ☐ general for a whole sector of activity

352 ☐ for a specific department/area

353 ☐ for a specific task/duty

4. ORGANIZATION OF THE VISIT

41. As compared with your expectations, how would you judge the treatment of the subject matter?

411 ☐ satisfactory

411 ☐ fairly satisfactory

413 ☐ unsatisfactory

42. As regards the subject matter, how would you assess the programme?

421 ☐ balanced

422 ☐ fairly balanced

423 ☐ centred too much on certain aspects

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43. Concerning the subject of the visit, how would you assess the meetings?
(mark the appropriate boxes)

431 ☐	all	1* ☐	2* ☐	3* ☐	4* ☐
432 ☐	majority	1* ☐	2* ☐	3* ☐	4* ☐
433 ☐	some	1* ☐	2* ☐	3* ☐	4* ☐

* 1. interesting with a good illustration of the visit theme
* 2. interesting but illustrating relatively little of the visit theme
* 3. interesting but with no relation to the visit theme
* 4. no interest at all

44. How would you assess the information and documentation you received in the course of the meetings?
(mark the appropriate boxes)

441 ☐	all	1* ☐	2* ☐	3* ☐
442 ☐	majority	1* ☐	2* ☐	3* ☐
443 ☐	some	1* ☐	2* ☐	3* ☐

* 1. useful and usable
* 2. useful but usable only to a limited extent (eg. in a foreign language)
* 3. not very useful

45. How would you assess the logistics of the visit as organized by the person responsible in the host country (reception, accommodation, accompaniment, etc.)?

451 ☐ good

452 ☐ fairly good

453 ☐ bad

46. How did you find the time available was used?

461 ☐ too highly burdened

462 ☐ well balanced

463 ☐ too short

47. Did language difficulties arise during the visit as regards the people met?

471 ☐ never

472 ☐ sometimes

473 ☐ often

48. From the point of view of quality/price, the accommodation proposed by the N.L.O. was

481 ☐ correct

482 ☐ reasonable

483 ☐ mediocre

5. THE GROUP

51. How would you assess communication within the group?

511 ☐ no difficulty at all

512 ☐ quite easy

513 ☐ difficult for reason of (several options)

5131 ☐ linguistic problems

5132 ☐ interpersonal relations

5133 ☐ different centres of interest

52. To what extent was the group homogeneous? (mark the appropriate box(es))

521 ☐ The group was homogeneous as regards the interests of the participants.

522 ☐ The group was fairly homogeneous although the interests of the participants differed somewhat.

523 ☐ The group was not very homogeneous due to the different interests of the participants.

524 ☐ The group was heterogeneous owing to the fact that the interests of the participants differed completely.

53. How would you asses the spirit of cooperation within the group?

531 ☐ very strong

532 ☐ fair

533 ☐ inexistent

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6. CEDEFOP

61. CEDEFOP was responsible for the organization of the study visit programme and for the coordination of the activity at Community level. How would you asses the general organization?

611 ☐ very good

612 ☐ good

613 ☐ fairly good

614 ☐ poor

615 ☐ very poor

62. How was the grant transferred to you by CEDEFOP?

621 ☐ as scheduled

622 ☐ with a little delay

623 ☐ with considerable delay

63. How did you find the amount of the grant?

631 ☐ adequate

632 ☐ just sufficient

633 ☐ insufficient

64. How would you asses the information supplied by CEDEFOP before the study visit?

641 ☐ exact and useful

642 ☐ general and fairly useful

643 ☐ of little use

65. How would you judge the dossier of documentation supplied to you by CEDEFOP?

651 ☐ useful and interesting

652 ☐ fairly useful and interesting

653 ☐ of no use

7. GENERAL ASSESSMENT

71. What effect has the Community Programme of Study Visits had on your professional activity?

711 ☐ a significant effect

712 ☐ some effect

713 ☐ an insignificant effect

72. How, in general, would you assess the contribution of the Community Programme of Study Visits as regards increasing professional knowledge?

721 ☐ significant

722 ☐ fair

723 ☐ insignificant

73. How do you judge the contribution of the programme as regards the promotion of cooperation amongst vocational training specialists at Community level?

731 ☐ significant

7311 ☐ and durable

7312 ☐ but of moderate duration

7313 ☐ but short-lived

732 ☐ fair

733 ☐ insignificant

74. What contribution does the programme make to the circulation of ideas and information within the Community?

741 ☐ significant

742 ☐ fair

743 ☐ insignificant

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8. PERSPECTIVES

81. The theme:
as regards your professional interests, the theme to be dealt with should be (only one answer)

811 ☐ very general in order to provide an overall view.

812 ☐ fairly general but linked to a specific aspect.

813 ☐ specific in order to provide in-depth treatment.

82. The group:
(mark the appropriate box; only one answer)

821 ☐ It would be desirable for the group to consist of individuals coming from different Member States and working in different professional areas (private enterprise, trade unions, employers' organization, training, etc.) but with a common interest for a theme.

822 ☐ It would be desirable for the group to consist of individuals coming from different Member States but working in the same professional area (for example only in private enterprise, only in the trade unions, etc.).

823 ☐ It would be desirable for the group to consist of individuals coming from the same Member State and

8231 ☐ working in the same professional area.

8232 ☐ working in different professional areas.

83. The visit:
(mark the appropriate box; only one answer)

831 ☐ The visit should above all promote contacts amongst vocational training experts in the different Member States.

832 ☐ The visit should above all provide additional information on all aspects of the theme.

833 ☐ The visit should allow the participant to collect documents and information on the given theme.

834 ☐ The visit should provide a general approach to a given theme in the context of the host country.

835 ☐ The visit should _____

_____

_____

_____

_____

836 The visit should last

8361 ☐ less than 5 working days

8362 ☐ 5 working days

8363 ☐ 5 to 10 working days

8364 ☐ more than 10 working days

84. In order to improve the organization and efficiency of the programme, I suggest _____

_____

_____

_____

_____

_____

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Community programme of study visits for vocational training specialists

IRL

Annex 6

Application

Important: The application should be **typewritten** or completed in **block letters** using **black ink.** Please do **not clip/staple** anything to the application.

I. Personal details

Participant Code ☐☐☐☐

Name ☐☐☐☐

VI. Choice of subjects and countries

Subject*	Choice**			Choice of Country***		
	1.	2.	3.	1.	2.	3.
A	☐	☐	☐	☐☐☐	☐☐☐	☐☐☐
B	☐	☐	☐	☐☐☐	☐☐☐	☐☐☐
C	☐	☐	☐	☐☐☐	☐☐☐	☐☐☐
D	☐	☐	☐	☐☐☐	☐☐☐	☐☐☐
E	☐	☐	☐	☐☐☐	☐☐☐	☐☐☐

* See list of subjects in annex
** Indicate the priority of your choice using the figures 1, 2, 3
*** Enter by order of preference (1, 2, 3) the abbrevations of the chosen Member States:

Belgium (B)	France (F)	Luxembourg (L)
Denmark (DK)	Greece (GR)	Netherlands (NL)
Fed.Rep. of Germany (D)	Ireland (IRL)	Portugal (P)
Spain (E)	Italy (I)	United Kingdom (UK)

VII. Periods

Mark the boxes for the week numbers during which it will be **absolutely impossible** for you to participate in a study visit

01 ☐	02 ☐	03 ☐	04 ☐	05 ☐	06 ☐	07 ☐
08 ☐	09 ☐	10 ☐	11 ☐	12 ☐	13 ☐	14 ☐
15 ☐	16 ☐	17 ☐	18 ☐	19 ☐	20 ☐	21 ☐
22 ☐	23 ☐	24 ☐	25 ☐	26 ☐	27 ☐	28 ☐
29 ☐	30 ☐	31 ☐	32 ☐	33 ☐	34 ☐	35 ☐
36 ☐	37 ☐	38 ☐	39 ☐	40 ☐	41 ☐	42 ☐
43 ☐	44 ☐	45 ☐	46 ☐	47 ☐	48 ☐	49 ☐
50 ☐	51 ☐	52 ☐				

III. Knowledge of languages

Mother tongue(s)	Languages	Level of proficiency*
☐	Spanish	1 ☐ 2 ☐ 3 ☐
☐	Danish	1 ☐ 2 ☐ 3 ☐
☐	German	1 ☐ 2 ☐ 3 ☐
☐	Greek	1 ☐ 2 ☐ 3 ☐
☐	English	1 ☐ 2 ☐ 3 ☐
☐	French	1 ☐ 2 ☐ 3 ☐
☐	Italian	1 ☐ 2 ☐ 3 ☐
☐	Dutch	1 ☐ 2 ☐ 3 ☐
☐	Portuguese	1 ☐ 2 ☐ 3 ☐

*Other languages — degree of proficiency

1 I can understand very well/I speak very fluently

2 I can understand well/ I speak reasonably well

3 I can understand reasonably well/ I have difficulty in expressing myself

IV. Information concerning the employers

Name

Address: Country

Postal code and town

Street and number

Telephone (code) (number)

Telex

Telefax

V. Information concerning the employers' activities

My employer comes under one of the following categories (please only give **one answer**):

A ☐ public administration (excluding teaching)

B ☐ trade union organization

C ☐ employers' organization

D ☐ enterprise (goods and services)

E ☐ technical and vocational training school (education system)

F ☐ vocational training centre or institute (non-school-based system of vocational training)

G ☐ university/ research institute

H ☐ documentation centre/ library

I ☐ associations

L ☐ others

VIII. Information on professional activities and centres of interest relating to the chosen subject(s)

NB: These form sheets will be sent to the national liaison officers in order to provide them with a better idea of the vocational profile of the participant and his/her centres of interest; this information cannot be translated, and accordingly, we would ask you to give short answers, if possible, in English, French or German.

[redacted]

What is your principal function and how is it related to vocational training?

What are your centres of interest as related to the chosen subject(s)?

Date Signature

CEDEFOP
European Centre for the Development
of Vocational Training

Bundesallee 22 · D-1000 Berlin 15
Tel.: (030) 88 41 20 · Telefax: (030) 88 41 22 22
Telex: 184 163

Annex 7

Topics

A The vocational training of young people
(in conjunction with the PETRA programme)

The training and employment of young people remains fundamental to economic and social integration in the Community.

The Commission of the European Communities initiated the PETRA programme as a means of finding solutions to problems related to the training and employment of young people.

To provide real job opportunities, the vocational training of young people must be open in its approach and in a position to incorporate the changes taking place continuously on the labour market, in particular those of a technical and technological nature.

In addition, the vocational training of young people cannot ignore the specific problems of underprivileged young people. Training should aim to integrate information and guidance services in order to offer young people the best opportunities for integration into working life.

The study visit programme will focus on youth training designed to provide a recognized vocational qualification: on training systems, methods, the assessment of training and its certification, the link between training and employment, between school and enterprise. The study visits will place emphasis on significant attempts to integrate unemployed youth into working life, paying attention to guidance and counselling models for young people and to job-creation schemes.

The study visit programme will provide the opportunity to meet specialists involved in policy-making and implementing vocational training measures for young people and will promote analysis of attempts to define the existing relationship between training and work content. Meetings are planned with staff from the PETRA programme.

Above all, the study visit aims to address:

* specialists in vocational training (directors of vocational training schools, trainers, etc.);

* specialists involved in training/work projects for young people;

* specialists involved in counselling and career guidance for young people.

TOPIC

B Adult training
(in conjunction with the FORCE programme)

Within the Community the acceleration in economic, industrial and technological innovation forces vocational training to assume an anticipatory and adaptive role. In this context continuing education assumes a fundamental importance in economic and social policies. With such considerations in mind, the Commission of the European Communities launched the FORCE programme to develop continuing vocational training.

The study visit programme will draw attention to the following aspects of continuing training:

a) continuing training policies with particular reference to:

* policies and measures for promoting equal opportunities,

* funding and continuing education measures in the public and private sectors (meetings and talks with experts),

b) continuing education in the strategy of the enterprise, with particular emphasis on small-size enterprises (examples and factory visits).

c) innovations in adult education with particular emphasis on:

* new educational orientations in adult teaching,

* the application of new technologies in adult teaching (for example computer-assisted learning, distance learning, etc.)

(meetings with specialists and visits to training establishments).

Above all, the study visit aims to address:

* specialists employed in public bodies;

* workers' and employers' organizations involved in formulating and developing continuing training.

TOPIC

C Vocational training and new technologies
(in conjunction with the EUROTECNET programme)

In the context of the labour market, the so-called "new technologies" bear two specific characteristics: pervasiveness and instability; they are pervasive because they can be applied to every sort of productive process, able to adapt flexibly to every sort of labour organization and enterprise strategy; they are unstable because their efficiency depends essentially on the extent to which "change" assumes the connotation "process". The obvious relationship between technological change and the need to possess the means of mastering such change issues challenges, old and new, to vocational training. The new technologies exert an influence not only on the content and training product but also are applied as educational media in vocational training.

The study visit programme will demonstrate activities and experience gained in the vocational training of young people with a view to providing learning and technological skills in order to gain access to the labour market.
To the extent possible, consideration will be given to continuing education in the fields of literacy and technological modernization. Particular attention will be devoted to the training of workers as innovators.

Moreover, the visit will attempt to familiarize participants with developments in multi-media training or computer-assisted training. Particular attention will be given to certain projects within the Community EUROTECNET programme, spotlighting the educational and organizational aspects.

Above all, the study visit aims to address:

* specialists involved in formulating and organizing vocational training;

* trainers.

Annex 8

Commuinity Programme of Study Visits
for Vocational Training Specialists
1992

list of participants

Belgium

2274 AUQUIER EVEN T.	F	D	P	8	18/05/92	22/05/92	E	A	LA FORMATION DES JEUNES	1
2286 BEKAERT C.	M	A	P	13	15/06/92	19/06/92	I	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2275 BOUSMAN M.	M	D	P	28	12/10/92	16/10/92	L	A	LA FORMATION DES JEUNES	1
2276 BULTOT G.	M	G	P	33	25/10/92	30/10/92	I	A	LA FORMATION DES JEUNES	1
2287 CLARYS J.	M	E	P	21	21/09/92	25/09/92	GR	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2277 DEBAUDRENGHIEN A.	M	E	P	16	12/10/92	16/10/92	P	A	LA FORMATIN DES JEUNES	1
2328 DEBRUXELLES A.	F	B	P	43	07/12/92	11/12/92	F	B	LA FORMATION DES ADULTES	1
2288 DENYS J.	M	F	P	38	16/11/92	20/11/92	UK	B	ADULT TRAINING	1
2289 EECKHOUT E.	F	A	P	40	23/11/92	27/11/92	F	B	LA FORMATION DES ADULTES	1
2290 FONCK H.	M	B		0	/ /	/ /				1
2278 JACQUES DESSOY F.	F	E	P	33	25/10/92	30/10/92	I	A	LA FORMATION DES JEUNES	1
2291 JOOSTEN J.	M	C	P	15	07/09/92	11/09/92	D	B	WEITERBILDUNG	1
2279 MANIQUET L.	M	A	P	33	26/10/92	30/10/92	I	A	LA FORMATION DES JEUNES	1
2280 MEUNIER J.	M	C	P	40	23/11/92	27/11/92	F	B	LA FORMATION DES ADULTES	1
2292	M	D		0	/ /	/ /				1
2293 MORREN J.	M	D	P	8	18/05/92	22/05/92	E	A	LA FORMATION DES JEUNES	1
2281 MOUSSET S.	M	B		0	/ /	/ /				1
2282 POTVIN JEAN	M	D	P	16	12/10/92	16/10/92	P	A	LA FORMATIN DES JEUNES	1
2283 POULEUR M.	M	D		0	/ /	/ /				1
2284 PROVE-THOMAES J.	F	E	P	32	30/11/92	04/12/92	UK	A	LA FORMATION DES JEUNES	1
2284 RASSART P.	M	D	P	28	12/10/92	16/10/92	L	A	LA FORMATION DES JEUNES	1
2285 RYDANT R.	M	F	P	37	16/11/92	20/11/92	DK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2296 TOELEN J.	M	D	P	14	22/06/92	26/06/92	D	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2297 VANCOILLIE N.	F	E	P	41	30/11/92	04/12/92	D	A	AUSBILDUNG VON JUGENDLICHEN	1
2298 VERDONCK G.	F	F	P	37	16/11/92	20/11/92	DK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2285 WATTIEZ C.	M	E	P	16	12/10/92	16/10/92	P	A	LA FORMATIN DES JEUNES	1
2641 VANDEN NOORTGAETE M.	M	X	P	5	11/05/92	15/05/92	F	A	LA FORMATION DES JEUNES	1
2660 MOYSON N.	F	G		0	/ /	/ /				1

Denmark

2329 ANDREASEN A.	M	A	P	30	19/10/92	23/10/92	D	B	ADULT TRAINING	1
2330 ANDRESEN A.	M	B	P	41	30/11/92	04/12/92	D	A	AUSBILDUNG VON JUGENDLICHEN	1
2331 BARSLEV A. M.	F	D	P	2	06/04/92	10/04/92	D	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2332 BOEL N.	M	G		0	/ /	/ /				1
2333 HANSEN H. H.	F	X	P	20	22/06/92	26/06/92	F	B	ADULT TRAINING	1
2334 HANSEN K. K.	M	D	P	38	16/11/92	20/11/92	UK	B	ADULT TRAINING	1
2335 HAGNER P.	F	G	P	29	19/10/92	23/10/92	NL	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2336 HENRIKSEN T.	M	B	P	41	30/11/92	04/12/92	D	A	AUSBILDUNG VON JUGENDLICHEN	1
2337 JENSEN B. S.	M	C	P	2	06/04/92	10/04/92	D	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2338 JORGENSEN J. R.	M	C	P	18	14/09/92	18/09/92	UK	B	WEITERBILDUNG	1
2339 JORGENSEN F.	M	D	P	21	21/09/92	25/09/92	GR	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2340 LARSEN J.	M	B	P	18	14/09/92	18/09/92	UK	B	WEITERBILDUNG	1
2341 LUNDBAEK K. E.	F	C	P	42	30/11/92	04/12/92	B	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2342 MOSEGAARD MADSEN H.	F	B	P	23	28/09/92	02/10/92	UK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2343 ORNO M.	M	C	P	1	06/04/92	10/04/92	F	B	ADULT TRAINING	1
2344 POULSEN M.	F	D	P	38	16/11/92	20/11/92	UK	B	ADULT TRAINING	1
2345 THIEDEN L.	F	B	P	9	18/05/92	22/05/92	NL	B	ADULT TRAINING	1
2346 VELSER J.	M	B	P	27	12/10/92	16/10/92	IRL	A	VOC. TRAIN. OF YOUNG PEOPLE	1

Germany

2450	ABEL, A.	F	A		0	/ /	/ /				1
2574	BORST J.	M	D		0	/ /	/ /				1
2452	BROETZ, R.	M	A		0	/ /	/ /				1
2484	DANNENMANN, M.	M	A	P	23	28/09/92	02/10/92	UK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2453	DIEDRICH-FUHS, H.	F	B	P	6	11/05/92	15/05/92	P	B	ADULT TRAINING	1
2454	DIEHL, H.	M	D	P	35	02/11/92	06/11/92	E	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2451	BERTHOLD, H.	M	D	P	1	06/04/92	10/04/92	F	B	ADULT TRAINING	1
2461	HELLER, H	M	A	P	20	22/06/92	26/06/92	F	B	ADULT TRAINING	1
2485	FITZGERALD-SLOMAN, C.	M	X	P	21	21/09/92	25/09/92	GR	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2455	FUCHS, J.	M	F	P	25	05/10/92	09/10/92	E	B	ADULT TRAINING	1
2456	GAISBAUER	F	D	P	28	12/10/92	16/10/92	L	A	LA FORMATION DES JEUNES	1
2457	GOTTSCHLING, R	F	C		0	/ /	/ /				1
2458	GULDE, KLAUS	M	D	P	35	02/11/92	06/11/92	E	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2459	GULDE, V.	F	G	P	25	05/10/92	09/10/92	E	B	ADULT TRAINING	1
2460	HANF, G.	M	F		0	/ /	/ /				1
2576	HERRE E.	M	A	P	21	21/09/92	25/09/92	GR	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2462	HEYNE M.	M	A	P	9	18/05/92	22/05/92	NL	B	ADULT TRAINING	1
2463	ILLERHAUS, K.	M	A		0	/ /	/ /				1
2464	JASPER, T.	M	B	P	18	14/09/92	18/09/92	UK	B	WEITERBILDUNG	1
2465	KERN, U. M.	F	C	P	40	23/11/92	27/11/92	F	B	LA FORMATION DES ADULTES	1
2466	KLUGE, M.	M	A		0	/ /	/ /				1
2486	KOHLER, K.	F			0	/ /	/ /				1
2487	LINDNER, C.	F	D	P	29	19/10/92	23/10/92	NL	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2468	MUELLER, M.	M	D	P	24	05/10/92	09/10/92	E	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2467	MÜLLER, K. H.	M	C		0	/ /	/ /				1
2469	NEY, M.	M	A		0	/ /	/ /				1
2470	NOLZE, M.	F	D	P	26	12/10/92	16/10/92	B	B	ADULT TRAINING	1
2471	PLATTER, R.	M	C	P	10	01/06/92	05/06/92	UK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2575	REISCH J.	M	X	P	6	11/05/92	15/05/92	P	B	ADULT TRAINING	1
2472	ROZSAI, A.	M	A		0	/ /	/ /				1
2473	SCHLUTTER, K.	M	C	P	34	02/11/92	06/11/92	GR	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2474	SCHMITZ, H.	M	C		0	/ /	/ /				1
2577	SCHOEFFMANN H.	M	E	P	36	09/11/92	13/11/92	IRL	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2476	SCHULTE, H.	F	X		0	/ /	/ /				1
2475	SCHÖNEBERGER, E.	F	X	P	20	22/06/92	26/06/92	F	B	ADULT TRAINING	1
2573	SOPPER-BANNERT R.	F	E	P	10	01/06/92	05/06/92	UK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2477	TROELER, H.	F	D	P	32	30/11/92	04/12/92	UK	A	LA FORMATION DES JEUNES	1
2478	VALLOCCO, M.	F	E	P	43	07/12/92	11/12/92	P	B	LA FORMATION DES ADULTES	1
2479	WAIDHAUSER, M.	M	D	P	12	01/06/92	05/06/92	F	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2480	WALTER , K.	M	E	P	21	21/09/92	25/09/92	GR	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2481	WALTHER, K.	M	C	P	12	14/09/92	18/09/92	UK	B	WEITERBILDUNG	1
2482	WÜBBELER, K.	M	E	P	13	15/06/92	19/06/92	I	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2483	ZIMMER, M.	M	C		0	/ /	/ /				1
2579	GROßE U.	M	E	P	3	04/05/92	08/05/92	I	A	LA FORMAZIONE DEI GIOVANI	1
2597	HÖLSKEN M.	M	C	P	23	28/09/92	02/10/92	UK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2608	FREYER C.	F	C	P	36	09/11/92	13/11/92	IRL	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2610	MALKMUS S.	M	C	P	1	06/04/92	10/04/92	F	B	ADULT TRAINING	1
2612	SCHLINKE S.	F	E	P	8	18/05/92	22/05/92	E	A	LA FORMATION DES JEUNES	1
2621	MAIER I.	F	X	P	16	12/10/92	16/10/92	P	A	LA FORMATIN DES JEUNES	1
2626	HEISL H.	M	E	P	39	23/11/92	27/11/92	I	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2631	SEMMLER-THURNER M.	M	C	P	11	01/06/92	05/06/92	B	B	LA FORMATION DES ADULTES	1
2640	M. PANNENBECKER	M	C		0	/ /	/ /				1
2643	BILSDORFER T.	M	C	P	27	12/10/92	16/10/92	IRL	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2657	BRANDT K.	M	A	P	38	16/11/92	20/11/92	UK	B	ADULT TRAINING	1
2661	THULL R.	M	D		0	/ /	/ /				1
2663	LAUFER G.	F	G	P	29	19/10/92	23/10/92	NL	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2673	SPILLE H.	M	D	P	42	30/11/92	04/12/92	B	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2674	SCHULTE H.	F	X	P	37	16/11/92	20/11/92	DK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2678	HARST R.	M	C	P	43	07/12/92	11/12/92	F	B	LA FORMATION DES ADULTES	1

Spain

2545	ACEBAL MORIS M.J.	F	D		0	/ /	/ /				1
2522	ANDRES ANDRES G.	M	G	P	15	07/09/92	11/09/92	D	B	WEITERBILDUNG	1
2551	BALBAS MORENO A.	M	C	P	31	19/10/92	23/10/92	F	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2525	BATISTA P.	F	D	P	38	15/11/92	20/11/92	UK	B	ADULT TRAINING	1
2538	BLANCO J.	M	F		0	/ /	/ /				1
2535	CANDIOTI LOPEZ-PUJATO C.	F	X		0	/ /	/ /				1
2519	CARRERAS BEJAR A.	F	E	P	28	12/10/92	16/10/92	L	A	LA FORMATION DES JEUNES	1
2504	CASABLANCAS MONTANOLA A.	M	D	P	5	11/05/92	15/05/92	F	A	LA FORMATION DES JEUNES	1
2523	CASTELLO ZARZA J.L.	M	B	P	17	21/09/92	25/09/92	D	B	LA FORMATION DES ADULTES	1
2510	CERVANTES REQUENA R.	M	D	P	23	28/09/92	02/10/92	UK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2546	CUNADO ALCALDE L.	M	F	P	14	22/06/92	26/06/92	D	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2552	DE LA FUENTE PEDRERO A.	M	C		0	/ /	/ /				1
2537	DE LA PENA SANZ A.L.	M	A	P	31	19/10/92	23/10/92	F	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2533	DOMENECH MIRA M.	F	X	P	10	01/06/92	05/06/92	UK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2508	ESPEJO-SAAVEDRA STA.EUG.J	M	D	P	32	30/11/92	04/12/92	UK	A	LA FORMATION DES JEUNES	1
2505	ESPINOSA FERNANDEZ L.	M	B	P	23	28/09/92	02/10/92	UK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2527	GARRON MONTERO G.	M	F		0	/ /	/ /				1
2541	GARZO PEREZ F.	M	C	P	31	19/10/92	23/10/92	F	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2549	GASALLA DAPENA J.M.	M	D	P	36	09/11/92	13/11/92	IRL	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2522	GONZALEZ BASCARAN I.	M	C	P	30	19/10/92	23/10/92	D	B	ADULT TRAINING	1
2530	GONZALEZ SANCHEZ R.	M	C	P	22	29/09/92	02/10/92	I	B	LA FORMATION DES ADULTES	1
2539	GONZALO SAINZ C.	M	C	P	10	01/06/92	05/06/92	UK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2519	GUTIERREZ GAMEZ A.R.	F	C	P	12	01/06/92	05/06/92	F	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2506	HERNANDO JARENO F.J.	M	D	P	41	30/11/92	04/12/92	D	A	AUSBILDUNG VON JUGENDLICHEN	1
2517	JIMENEZ ILLESCAS L.	F	S	P	28	12/10/92	16/10/92	L	A	LA FORMATION DES JEUNES	1
2520	JIMENEZ JIMENEZ M.D.	F	A	P	21	21/09/92	25/09/92	GR	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2532	LATORRE FIGOLS J.	M	C	P	26	12/10/92	16/10/92	B	B	ADULT TRAINING	1
2528	LOPEZ-CORDON RODRIGUEZ J.	M	F	P	11	01/06/92	05/06/92	B	B	LA FORMATION DES ADULTES	1
2542	MARTIN SANCHEZ F.	M	C		0	/ /	/ /				1
2524	MARTINEZ BENITO E.	M	B	P	22	28/09/92	02/10/92	I	B	LA FORMATION DES ADULTES	1
2546	MARTINEZ PEREZ J.	M	D	P	19	14/09/92	18/09/92	UK	B	WEITERBILDUNG	1
2512	MOJARDIN LOPEZ M.	M	C		0	/ /	/ /				1
2547	MORA DIEZ A.	M	D	P	34	05/10/92	09/10/92	F	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2515	NAVARRO RECIO A.	M	G	P	33	26/10/92	30/10/92	I	A	LA FORMATION DES JEUNES	1
2507	NUNEZ TURRIENTES I.	F	D	P	28	12/10/92	16/10/92	L	A	LA FORMATION DES JEUNES	1
2544	OSET FERNANDEZ J.	M	X	P	34	05/10/92	09/10/92	F	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2529	PAEZ-CAMINO COMPAN A.	M	C	P	11	01/06/92	05/06/92	B	B	LA FORMATION DES ADULTES	1
2513	PEREZ CAMINO P.	M	E	P	29	19/10/92	23/10/92	NL	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2535	PICCIOLATO BUGNANO M.	M	D		0	/ /	/ /				1
2543	REFOLIO ABELLA P.	F	C	P	4	04/05/92	08/05/92	D	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2521	RODRIGUEZ-VITA FERRER I.	F	A		0	/ /	/ /				1
2531	SABATE SABATE J.M.	M	C	P	40	23/11/92	27/11/92	F	B	LA FORMATION DES ADULTES	1
2514	SANCHEZ MUNOZ A.L.	M	C	P	27	19/10/92	23/10/92	NL	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2516	SANZ SANCERNI J.M.	M	C	P	12	01/06/92	05/06/92	F	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2511	SENDRA PASTOR J.	M	E	P	12	01/06/92	05/06/92	F	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2534	SERRANO FERNANDEZ F.J.	M	D		0	/ /	/ /				1
2554	SIERRA MARTIN R.M.	F	X	P	39	23/11/92	27/11/92	I	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2509	THOMAS ANDREU M.M.	F	B	P	33	26/10/92	30/10/92	I	A	LA FORMATION DES JEUNES	1
2540	TORIBIO ZAPATERO E.	M	D		0	/ /	/ /				1
2526	VILLAREJO LORENTE J.	M	D		0	/ /	/ /				1
2550	ZAMORA ALONSO M.	M	C	P	14	22/06/92	26/06/92	D	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2603	FERNANDEZ IZARD, J.A.	M	X		0	/ /	/ /				1
2607	CANTERO BLANCO P.	M	C	P	39	23/11/92	27/11/92	I	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2611	ACOSTA COLETO J.M.	M	C	P	10	01/06/92	05/06/92	UK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2614	GARCIA GOMEZ TEJEDOR G.	M	D	P	30	19/10/92	23/10/92	D	B	ADULT TRAINING	1
2625	RODRIGUEZ REYES A.	M	D	P	11	01/06/92	05/06/92	B	B	LA FORMATION DES ADULTES	1
2627	VERGES ESQUENA J.	M	D		0	/ /	/ /				1
2637	G. GARCIA BRUNELLI	M	B	P	14	22/06/92	26/06/92	D	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2650	CARBONERAS MARTINEZ A. L.	M	G		0	/ /	/ /				1
2662	IZNAOLA BRAVO P.	F	X	P	19	21/09/92	25/09/92	D	B	LA FORMATION DES ADULTES	1
2671	ZAZVAR PALACIOS V.	M	G	P	26	12/10/92	16/10/92	B	B	ADULT TRAINING	1
2690	CORRALES PEREZ M. D.	F	G	P	39	23/11/92	27/11/92	I	C	F.P. ET NOUVELLES TECHNOLOSIES	1
2681	M. MONTERO Y REY	M	G	P	32	30/11/92	04/12/92	UK	A	LA FORMATION DES JEUNES	1

Greece

2303	ANASTASIADIS G.	M	D	P	5	11/05/92	15/05/92	F	A	LA FORMATION DES JEUNES	1
2304	ANASTASIOU I.	M	D	P	42	30/11/92	04/12/92	B	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2305	VARDU-POULOU K.	F	D	P	23	28/09/92	02/10/92	UK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2306	CHARALAMPIDOU M.	F	D	P	35	02/11/92	06/11/92	E	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2307	CHRYSOMALLI R.	F	D		0	/ /	/ /				1
2308	DIMOPOULOS T.	M	D	P	15	07/09/92	11/09/92	D	B	WEITERBILDUNG	1
2309	EVANGELIDIS D.	M	D	P	7	04/05/92	08/05/92	DK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2310	KALDIS P.	M	D	P	27	12/10/92	16/10/92	IRL	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2311	KALOGEROPOULOS G.	M	D		0	/ /	/ /				1
2312	MOSCHONAS I.	M	C	P	10	01/06/92	05/06/92	UK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2313	PANOURGIAS E.	M	D	P	41	30/11/92	04/12/92	D	A	AUSBILDUNG VON JUGENDLICHEN	1
2314	PANTELAKOU S.	F	C	P	23	28/09/92	02/10/92	UK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2315	PAPADOPOULOS B.	M	D	P	3	04/05/92	08/05/92	I	A	LA FORMAZIONE DEI GIOVANI	1
2316	PAPAILIOPOULOS G.	M	D	P	0	/ /	/ /				1
2317	PAPANDREOU N.	M	D	P	3	04/05/92	08/05/92	I	A	LA FORMAZIONE DEI GIOVANI	1
2318	PAPAZOGLOU D.	F	D	P	5	11/05/92	15/05/92	F	A	LA FORMATION DES JEUNES	1
2319	SARANTINOU-KANAPITSA E.	F	A	P	2	06/04/92	10/04/92	D	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2320	SARATSIOTIS D.	M	D		0	/ /	/ /				1
2321	SGOUROS B.	M	D	P	27	12/10/92	16/10/92	IRL	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2322	SOFIANIDIS L.	M	D	P	35	02/11/92	06/11/92	E	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2323	STAMATIS G.	M	D	P	3	04/05/92	08/05/92	I	A	LA FORMAZIONE DEI GIOVANI	1
2324	TSALEPIDOU M.	F	D	P	8	18/05/92	22/05/92	E	A	LA FORMATION DES JEUNES	1
2325	TSIOKOS C.	M	C	P	25	05/10/92	09/10/92	E	B	ADULT TRAINING	1
2326	TZANIDAKIS G.	M	D		0	/ /	/ /				1
2327	ZOPSA S.	F	D		0	/ /	/ /				1
2619	PAPADIMITRIOU-T. M.	F	X	P	5	11/05/92	15/05/92	F	A	LA FORMATION DES JEUNES	1

France

2555	BALLAND J.L.	M	A		0	/ /	/ /				1
2498	BENDOUBA A.	M	A		0	/ /	/ /				1
2578	BONTRON A.	F	A	P	22	28/09/92	02/10/92	I	B	LA FORMATION DES ADULTES	1
2556	BOUDET J.F.	M	B		0	/ /	/ /				1
2557	BRIDUZE J.J.	M	A	P	11	01/06/92	05/06/92	B	B	LA FORMATION DES ADULTES	1
2499	CABANAT J.	F	G	P	30	19/10/92	23/10/92	D	B	ADULT TRAINING	1
2558	CALISKAN B.	F	B	P	21	21/09/92	25/09/92	GR	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2501	DANOUN C.	F	F	P	27	12/10/92	16/10/92	IRL	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2502	DUMAS J.P.	M	G	P	19	21/09/92	25/09/92	D	B	LA FORMATION DES ADULTES	1
2489	FAURE B.	M	D		0	/ /	/ /				1
2559	FOURGNAL R.	M	B	P	39	23/11/92	27/11/92	I	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2495	FRANCOIS J.	F	G		0	/ /	/ /				1
2503	GILQUIN A.	M	C	P	17	14/09/92	18/09/92	DK	B	ADULT TRAINING	1
2491	HAAS D.	F	G	P	38	09/11/92	13/11/92	IRL	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2571	HIMBAUT J.-C.	M	C	P	19	21/09/92	25/09/92	D	B	LA FORMATION DES ADULTES	1
2476	HOMASSEL A.S.	F	B	P	3	06/04/92	10/04/92	D	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2561	LALARME S.	M	F	P	11	01/06/92	05/06/92	B	B	LA FORMATION DES ADULTES	1
2560	LE GUENNEC M.	F	F	P	26	12/10/92	16/10/92	B	B	ADULT TRAINING	1
2492	LE GUERNEC S.	F	X		0	/ /	/ /				1
2562	LEPLATRE F.	F	F	P	17	14/09/92	18/09/92	DK	B	ADULT TRAINING	1
2494	LEQUEUCHE M.	M	A	P	39	23/11/92	27/11/92	I	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2563	LOUSTAUDAUDINE J.	M	D	P	32	30/11/92	04/12/92	UK	A	LA FORMATION DES JEUNES	1
2566	MARLE R.	M	B	P	19	21/09/92	25/09/92	D	B	LA FORMATION DES ADULTES	1
2490	MARTY P.	M	C	P	29	19/10/92	23/10/92	NL	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2565	MONORY-DEMOULIN F.	F	C	P	36	09/11/92	13/11/92	IRL	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2493	MORDOHAY F.O.	,	F		0	/ /	/ /				1
2564	MOREAU H.	M	G	P	15	07/09/92	11/09/92	D	B	WEITERBILDUNG	1
2498	PASQUIER L.	M	D		0	/ /	/ /				1
2497	POIRIER S.	M	G	P	16	12/10/92	16/10/92	P	A	LA FORMATIN DES JEUNES	1
2500	QUATTRONANO R.	F	B	P	22	28/09/92	02/10/92	I	B	LA FORMATION DES ADULTES	1

2567 RAIGNEAU M.L.	F	C	P	8	18/05/92	22/05/92	E	A	LA FORMATION DES JEUNES	1
2568 RAYNIER N.	F	B	P	6	11/05/92	15/05/92	P	B	ADULT TRAINING	1
2569 RISSE A.M.	F	B	P	32	30/11/92	04/12/92	UK	A	LA FORMATION DES JEUNES	1
2570 TASSIN P.	M	B		0	/ /	/ /				1
2580 MAURICE M.P.	F	S	P	39	23/11/92	27/11/92	I	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2598 BELTRAN R.	M	A	P	33	26/10/92	30/10/92	I	A	LA FORMATION DES JEUNES	1
2599 LE-MOEL M.	F	A	P	8	18/05/92	22/05/92	E	A	LA FORMATION DES JEUNES	1
2600 MORICET P.	M	F	P	15	07/09/92	11/09/92	D	B	WEITERBILDUNG	1
2605 BELLANDI M.	M	F	P	9	18/05/92	22/05/92	NL	B	ADULT TRAINING	1
2606 MORAND L.	F	D	P	34	02/11/92	06/11/92	GR	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2613 DERSOIR M.C.	F	B	P	30	19/10/92	23/10/92	D	B	ADULT TRAINING	1
2615 HADDOUF M.	F	F	P	34	02/11/92	06/11/92	GR	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2620 BERGE B.	M	C	P	6	11/05/92	15/05/92	P	B	ADULT TRAINING	1
2628 HUCK T.	M	C	P	7	04/05/92	08/05/92	DK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2648 MENIGOZ M.	F	S	P	15	07/09/92	11/09/92	D	B	WEITERBILDUNG	1
2651 DESPIERRE G.	M	B	P	28	12/10/92	16/10/92	L	A	LA FORMATION DES JEUNES	1
2652 BELLEAU A.	F			0	/ /	/ /				1
2664 LE GUEVEL M.	F	A	P	25	05/10/92	09/10/92	E	B	ADULT TRAINING	1
2665 NICOLE G.	M	A	P	42	30/11/92	04/12/92	B	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2667 DURAND M.	M	B		36	/ /	/ /				1
2670 THIBOUT L.	M	B	P	27	12/10/92	16/10/92	IRL	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2672 GLOBEZ S.	F	C	P	41	30/11/92	04/12/92	D	A	AUSBILDUNG VON JUGENDLICHEN	1

Ireland

2432 BARRETT M.	M	D	P	26	12/10/92	16/10/92	B	B	ADULT TRAINING	1
2433 BARRETT T.	M	C		0	/ /	/ /				1
2434 BRICK J.	M	F	P	7	04/05/92	08/05/92	DK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2435 BYRNE J.	M	B	P	26	12/10/92	16/10/92	B	B	ADULT TRAINING	1
2436 CAREY S.	F	F		0	/ /	/ /				1
2437 CONWAY L.	F	E	P	37	16/11/92	20/11/92	DK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2438 COSTELLO T.	M	F		0	/ /	/ /				1
2439 COYLE B.	F	X	P	12	01/06/92	05/06/92	F	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2440 GREENE M.	M	A	P	2	06/04/92	10/04/92	D	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2441 HARPUR B.	M	C		0	/ /	/ /				1
2442 HUGHES C.	M	E		0	/ /	/ /				1
2443 HYLAND I.	M	C	P	19	21/09/92	25/09/92	D	B	LA FORMATION DES ADULTES	1
2445 MAC MICHAEL G.	M	C	P	4	04/05/92	08/05/92	D	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2444 MC DONNELL P.	M	C	P	30	19/10/92	23/10/92	D	B	ADULT TRAINING	1
2446 MURPHY M.	M	C	P	34	02/11/92	06/11/92	GR	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2447 O'DALAIGH C.	M	E	P	29	19/10/92	23/10/92	NL	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2448 O DRISCOLL S.	F	C	P	21	21/09/92	25/09/92	GR	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2449 RAPPLE E.	M	C	P	34	02/11/92	06/11/92	GR	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2616 DIGGINS P.	M	D		0	/ /	/ /				1
2618 CASEY J.	M	D	P	2	06/04/92	10/04/92	D	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2624 HEASLIP R.	M	D	P	4	04/05/92	08/05/92	D	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2636 DES O'DOHERTY	M	C	P	14	22/06/92	26/06/92	D	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2655 KILLEEN T.	M	X	P	17	14/09/92	18/09/92	DK	B	ADULT TRAINING	1

Italy

2372 AIELLI P.	M	C	P	24	05/10/92	09/10/92	F	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2373 BIADENE A.	M	D	P	43	07/12/92	11/12/92	F	B	LA FORMATION DES ADULTES	1
2374 BIASUTTI M.	F	F	P	5	11/05/92	15/05/92	F	A	LA FORMATION DES JEUNES	1
2375 BONDONE A.	M	B		0	/ /	/ /				1
2376 BONELLI T.	M	C		0	/ /	/ /				1
2377 CARAPELLA G.	M	C		0	/ /	/ /				1
2378 CARICCHIO L.	M	C	P	34	02/11/92	06/11/92	GR	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2379 CECCATO M.	F	F		0	/ /	/ /				1
2380 CERRONI E.	F	X		0	/ /	/ /				1
2381 COFFELE L.	M	C	P	24	05/10/92	09/10/92	F	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2382 COSTANTINI S.	M	F	P	15	12/10/92	16/10/92	P	A	LA FORMATIN DES JEUNES	1
2384 DE LUCIA G.	F	B		0	/ /	/ /				1
2383 DELLE PIANE V.	F	F	P	37	16/11/92	20/11/92	DK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2385 DEVALLE L.	F	C	P	20	22/06/92	26/06/92	F	B	ADULT TRAINING	1
2386 DI BARTOLO E.	F	B	P	40	23/11/92	27/11/92	F	B	LA FORMATION DES ADULTES	1
2387 DI LUCA M.	F	X	P	25	05/10/92	09/10/92	E	B	ADULT TRAINING	1
2389 DI NUBILA R.D.	M	D	P	32	30/11/92	04/12/92	UK	B	LA FORMATION DES JEUNES	1
2388 DINI MARTINO A.	F	A		0	/ /	/ /				1
2390 DIOTALLEVI A.	M	C	P	20	22/06/92	26/06/92	F	B	ADULT TRAINING	1
2391 FLORIO G.	M	B	P	40	23/11/92	27/11/92	F	B	LA FORMATION DES ADULTES	1
2392 HAUSER C.	M	B	P	4	04/05/92	08/05/92	D	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2393 IANNI D.	M	C	P	8	18/05/92	22/05/92	E	A	LA FORMATION DES JEUNES	1
2394 LIBONI R.	M	D	P	27	12/10/92	16/10/92	IRL	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2395 MARANO L.	F	C		0	/ /	/ /				1
2396 MARTUFI S.	F	X		0	/ /	/ /				1
2397 MEDAGLIA F.	M	C	P	28	12/10/92	16/10/92	L	A	LA FORMATION DES JEUNES	1
2398 MESHNAGI S.	M	F	P	37	16/11/92	20/11/92	DK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2399 MENNOIA V.	M	F	P	36	09/11/92	13/11/92	IRL	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2400 MINARELLI P.	M	C	P	38	16/11/92	20/11/92	UK	B	ADULT TRAINING	1
2401 MOTTA D.	M	X	P	27	12/10/92	16/10/92	IRL	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2402 MUGHINI C.	F	G	P	35	02/11/92	06/11/92	E	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2403 PALIMODDE F.	F	C	P	8	18/05/92	22/05/92	E	A	LA FORMATION DES JEUNES	1
2404 PATRIARCA P.	M	C	P	7	04/05/92	08/05/92	DK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2405 PATUZZI E.	M	C	P	41	30/11/92	04/12/92	D	A	AUSBILDUNG VON JUGENDLICHEN	1
2406 PICHELAN E.	M	S	P	2	06/04/92	10/04/92	D	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2407 POETA S.	M	C	P	14	22/06/92	26/06/92	D	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2408 PUZZO A.	M	C	P	10	01/06/92	05/06/92	UK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2409 RANAZZOTTI L.	F	C		0	/ /	/ /				1
2410 RANUZZI A.	M	E	P	26	28/09/92	02/10/92	UK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2411 RICORDY S.	F	C	P	31	19/10/92	23/10/92	F	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2412 ROBILOTTA G.	M	C		0	/ /	/ /				1
2413 RUSSOTTI M.A.	F	D	P	42	30/11/92	04/12/92	B	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2414 SABO LUISA	F	C	P	43	07/12/92	11/12/92	F	B	LA FORMATION DES ADULTES	1
2415 SANFILIPPO L.	F	F	P	42	30/11/92	04/12/92	B	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2416 SCOPPIO BALLACCI L.	F	F	P	14	22/06/92	26/06/92	D	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2417 SPAZIANI A.	F	E		0	/ /	/ /				1
2418 STRANO G.	F	A	P	40	23/11/92	27/11/92	F	B	LA FORMATION DES ADULTES	1
2419 TEODORI P.	F	C		0	/ /	/ /				1
2420 TRIMARCO D.	M	D		0	/ /	/ /				1
2421 VILLANI M.	M	A		0	/ /	/ /				1
2422 VIOLA P.	F	D		0	/ /	/ /				1
2617 BRAIA M.	M	F	P	1	06/04/92	10/04/92	F	B	ADULT TRAINING	1
2633 PATERNO D.	M	X	P	11	01/06/92	05/06/92	B	B	LA FORMATION DES ADULTES	1
2634 MECONI U.	M	G	P	11	01/06/92	05/06/92	B	B	LA FORMATION DES ADULTES	1
2635 COLLINASSI G.	M	C	P	12	01/06/92	05/06/92	F	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2636 DAMIANI M.	F	A		0	/ /	/ /				1
2646 FUSCO F.	M	A	P	37	16/11/92	20/11/92	DK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2647 TONINI M.	M	C		0	/ /	/ /				1
2649 DEFACCIO G.	M	D		0	/ /	/ /				1
2654 VIANELLO A.	F	D	P	15	07/09/92	11/09/92	D	B	WEITERBILDUNG	1
2659 LOPEDOTA L.	M	D	P	19	21/09/92	25/09/92	D	B	LA FORMATION DES ADULTES	1
2668 VIRGA D.	M	B	P	31	19/10/92	23/10/92	F	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2669 BARTOLOMEI S.	M	B	P	25	05/10/92	09/10/92	E	B	ADULT TRAINING	1
2675 ZAINO ST.	F	X	P	31	19/10/92	23/10/92	F	C	F.P. ET NOUVELLES TECHNOLOGIES	1

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Luxembourg

2572	DE CILLIA S.	M	C	P	30	19/10/92	23/10/92	D	B	ADULT TRAINING	1
2423	KRIER P.	M	C		0	/ /	/ /				1
2424	MEISENBURG G.P.	M	C		0	/ /	/ /				1
2425	MULLER E.	M	D		0	/ /	/ /				1
2426	ORTOLANI F.	M	A	P	15	07/09/92	11/09/92	D	B	WEITERBILDUNG	1
2427	SUNNEN F.	M	D	P	13	15/06/92	19/06/92	I	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2428	WALDBILLIG F.	M	B	P	17	14/09/92	18/09/92	DK	B	ADULT TRAINING	1
2429	WEBER N.	F	C	P	11	01/06/92	05/06/92	B	B	LA FORMATION DES ADULTES	1
2430	WEILER J.	M	D		0	/ /	/ /				1
2632	ALFF N.	M	D	P	13	15/06/92	19/06/92	I	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2655	SATTI W.	M	E	P	22	28/09/92	02/10/92	I	B	LA FORMATION DES ADULTES	1

Netherlands

2268	'T HART G.	M	A	F	22	28/09/92	02/10/92	I	B	LA FORMATION DES ADULTES	1
2252	ANDELA A.	M	A		0	/ /	/ /				1
2253	BOONSTRA W.	F	B	P	20	22/06/92	26/06/92	F	B	ADULT TRAINING	1
2254	BOSS F.	M	D	P	36	09/11/92	13/11/92	IRL	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2255	DE BOER A.	M	D	P	42	30/11/92	04/12/92	B	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2257	HEEMSKERK A.	M	B	P	18	14/09/92	18/09/92	UK	B	WEITERBILDUNG	1
2258	HIETBRINK E.	M	C	F	34	02/11/92	06/11/92	GR	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2301	HOEKSEMA H.	M	A		0	/ /	/ /				1
2256	JACOBUS-GRAVESTEYN M.	F	A	P	23	28/09/92	02/10/92	UK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2259	KIDANE MARIAM-CLETON C.	F	A	F	36	09/11/92	13/11/92	IRL	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2260	KONING B.	M	A	P	1	06 04/92	10/04/92	F	B	ADULT TRAINING	1
2261	MULDER M.	M	D	P	6	11/05/92	15/05/92	P	B	ADULT TRAINING	1
2262	OVERDIEP I.	F	A		0	/ /	/ /				1
2263	RIENSTRA E.	F	D	P	18	14/09/92	18/09/92	UK	B	WEITERBILDUNG	1
2264	SCHRAMADE P.	M	A		0	/ /	/ /				1
2265	STRENGERS C.	F	G	P	13	15/06/92	19/06/92	I	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2266	SWEEP F.	M			0	/ /	/ /				1
2269	TILKIN J.	M	X	P	10	01/06/92	05/06/92	UK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2300	VAN BOVENE H.	M	C	P	38	16/11/92	20/11/92	UK	B	ADULT TRAINING	1
2270	VAN DEN BANDT-STEL J.	F	B		0	/ /	/ /				1
2271	VAN DEN BOSCH S.	F	B		0	/ /	/ /				1
2272	VAN EAAL F.	M	A	P	3	04/05/92	08/05/92	I	A	LA FORMAZIONE DEI GIOVANI	1
2299	VAN NES SAS I.	F	A	P	25	05/10/92	09/10/92	E	B	ADULT TRAINING	1
2273	VAN ROOY T.	M	G	P	21	21/09/92	25/09/92	GR	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2267	VAN TERWISGA H.	M	A		0	/ /	/ /				1
2609	WINDERMAN G.D.	M	A	P	13	15/06/92	19/06/92	I	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2644	VAN WATTUM T.	M	X	P	19	21/09/92	25/09/92	D	B	LA FORMATION DES ADULTES	1
2645	PENNINGS H.	M	A	P	13	14/09/92	18/09/92	UK	B	WEITERBILDUNG	1
2676	VISSER H.	F	A	P	35	02/11/92	06/11/92	E	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2677	DOESBURG I.	F	A	P	38	16/11/92	20/11/92	UK	B	ADULT TRAINING	1
2679	PROPER T.	M	C	P	29	23/11/92	27/11/92	I	C	F.P. ET NOUVELLES TECHNOLOGIES	1

Portugal

2347	ANTUNES F.	M	E	P	33	26/10/92	30/10/92	I	A	LA FORMATION DES JEUNES	1
2348	BAIAO DOS SANTOS M. J.	M	C	P	10	01/06/92	05/06/92	UK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2349	BARATA G. T. SALGADO C.M.	F	F	P	20	22/06/92	26/06/92	F	B	ADULT TRAINING	1
2350	BASTOS P. F. LEMOS M. M.	F	D		0	/ /	/ /				1
2351	BETTENCOURT PICANÇO L.	M	C		0	/ /	/ /				1
2352	BOFLIDO DOS SANTOS R.	M	E	P	33	26/10/92	30/10/92	I	A	LA FORMATION DES JEUNES	1
2353	CORREIA MIRA L. M.	F	C	P	11	01/06/92	05/06/92	B	B	LA FORMATION DES ADULTES	1
2354	DA COSTA FERNANDES A. M.	M	D		0	/ /	/ /				1
2355	DIAS LOPES J. P. J.	M	G	P	4	04/05/92	08/05/92	D	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2356	DIAS MOTA FILIPE A. P.	F	C	P	38	16/11/92	20/11/92	UK	B	ADULT TRAINING	1
2357	F. MARTINS SALVADOR J. F.	M	A	P	22	28/09/92	02/10/92	I	B	LA FORMATION DES ADULTES	1
2358	FERNANDES GRAÇA E. M.	M	C	P	5	11/05/92	15/05/92	F	A	LA FORMATION DES JEUNES	1
2359	F. VICENTE LOURENCO M.J.	M	E	P	34	02/11/92	06/11/92	GR	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2360	FREITAS J.	M	D	P	17	14/09/92	18/09/92	DK	B	ADULT TRAINING	1
2361	FRIAS GOMES J. C.	M	C	P	2	06/04/92	10/04/92	D	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2362	GASPAR A. V.	M	C	P	9	18/05/92	22/05/92	NL	B	ADULT TRAINING	1
2363	GUEDES M.M.	M	D	P	3	04/05/92	08/05/92	I	A	LA FORMAZIONE DEI GIOVANI	1
2364	LIMA SEIXAS V. A.	M	C		0	/ /	/ /				1
2365	MADUREIRA D. C.	F	X	P	4	04/05/92	08/05/92	D	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2366	MOURA PIMENTEL M. A.	F	G	P	37	12/10/92	16/10/92	IRL	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2367	P. DA SILVA FRAUSTO C.M.	F	X		0	/ /	/ /				1
2368	PESTANA I. S.	M	E	P	31	19/10/92	23/10/92	F	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2369	PINHEIRO FITA M. J.	M	E		0	/ /	/ /				1
2370	RAFAEL M. S.	F	C	P	33	26/10/92	30/10/92	I	A	LA FORMATION DES JEUNES	1
2371	SILVA PINTO J. M.	M	A		0	/ /	/ /				1
2604	P.J.V. TABORDA	M	A	P	18	01/06/92	05/06/92	F	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2627	CORREYA RAMOS F. M.	F	E	P	7	04/05/92	08/05/92	DK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2630	CASTRO MANSO J. M.	M	D	P	9	18/05/92	22/05/92	NL	B	ADULT TRAINING	1
** Subtotal **											28

United Kingdom

2200	BOOTH S.	F	C		0	/ /	/ /				1
2201	COOPER A.	F	C		0	/ /	/ /				1
2202	DAVIS PH.	M	A	P	30	19/10/92	23/10/92	D	B	ADULT TRAINING	1
2203	DOCKRAT E.I.	M	C	P	9	18/05/92	22/05/92	NL	B	ADULT TRAINING	1
2204	DYSON A.J.	M	D	P	7	04/05/92	08/05/92	DK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2205	FAULKS CH.	F	F	P	13	15/06/92	19/06/92	I	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2206	FITTON CH.	F	G	P	16	12/10/92	16/10/92	P	A	LA FORMATIN DES JEUNES	1
2207	FRACZEK CH.	F	E	P	37	16/11/92	20/11/92	DK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2208	FREEBORN S.	F	E	P	13	15/06/92	19/06/92	I	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2209	FRESHWATER M.R.	M	E	F	37	16/11/92	20/11/92	DK	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2210	GUNNY M.	F	X	P	40	23/11/92	27/11/92	F	B	LA FORMATION DES ADULTES	1
2211	HARADA A.E.	M	D	P	34	02/11/92	06/11/92	GR	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2212	HARBOURNE D.	M	G	P	42	30/11/92	04/12/92	B	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2213	HOFFMANN K.	F	F		0	/ /	/ /				1
2214	JAKES M. R.	M	D	P	34	05/10/92	09/10/92	F	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2215	JONES D.	M	C	P	34	05/10/92	09/10/92	F	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2216	JOTHAM R.	M	C	P	36	09/11/92	13/11/92	IRL	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2217	KENDRICK P.	M	C	P	7	04/05/92	08/05/92	DK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2218	LANE D.	M	C	P	26	12/10/92	16/10/92	B	B	ADULT TRAINING	1
2219	LEWZEY L.	M	E	P	20	22/06/92	26/06/92	F	B	ADULT TRAINING	1
2220	MARSHALL JOHNSTON M.	F	C	P	1	06/04/92	10/04/92	F	B	ADULT TRAINING	1
2221	MC FETRIDGE D.C.	M	E	P	31	19/10/92	23/10/92	F	C	F.P. ET NOUVELLES TECHNOLOGIES	1
2223	MC GIMPSEY K.	F	C	P	25	05/10/92	09/10/92	E	B	ADULT TRAINING	1
2222	MC GRATH M.F.	F	X	P	30	19/10/92	23/10/92	D	B	ADULT TRAINING	1

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2224	MC GRATH K.	M	C	P	2	06/04/92	10/04/92	D	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2225	MC KELVEY J.	F	E	P	4	04/05/92	08/05/92	D	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2250	MOLYNEUX C.	F	B		0	/ /	/ /				1
2226	MOORE A.	M	B	P	17	14/09/92	18/09/92	DK	B	ADULT TRAINING	1
2227	MORRIS G.	M	C	P	35	02/11/92	06/11/92	E	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2228	NEWNHAM K.	F	A	P	6	11/05/92	15/05/92	F	B	ADULT TRAINING	1
2229	OWEN-JONES S. M.	F	C	P	35	02/11/92	06/11/92	E	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2230	PEARSON C.V.	F	X	P	13	15/06/92	19/06/92	I	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2231	PESZEL R.	M	C		0	/ /	/ /				1
2232	POOLE S.	M	G		0	/ /	/ /				1
2233	ROBSON J.	F	B	P	7	04/05/92	08/05/92	DK	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2234	RYAN R.	F	C	P	22	28/09/92	02/10/92	I	B	LA FORMATION DES ADULTES	1
2235	SAMSON M.	F	C		0	/ /	/ /				1
2236	SCAPLEHORN S.	M	X	P	33	26/10/92	30/10/92	I	A	LA FORMATION DES JEUNES	1
2237	SMITH P.	M	C	P	9	18/05/92	22/05.92	NL	B	ADULT TRAINING	1
2238	SMITH S.	M	C	P	29	19/10/92	23/10/92	NL	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2239	STEWART C.	F	C	P	6	11/05/92	15/05/92	P	B	ADULT TRAINING	1
2241	STRATH I.	M	C		0	/ /	/ /				1
2240	THURLBECK J. R.	M	B	P	20	22/06/92	26/06/92	F	B	ADULT TRAINING	1
2242	TIPPING CLIVE PETER	M	C	P	6	11/05/92	15/05/92	P	B	ADULT TRAINING	1
2243	TUDHOPE G.	M	C	P	9	18/05/92	22/05/92	NL	B	ADULT TRAINING	1
2244	WALKER B.	M	A	P	2	06/04/92	10/04/92	D	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2245	WELSH A.	F	C	P	1	06/04/92	10/04/92	F	B	ADULT TRAINING	1
2246	WELTON K. P.	M	C	P	26	12/10/92	16/10/92	P	B	ADULT TRAINING	1
2247	WHITEHEAD M.	M	X	P	9	18/05/92	22/05/92	E	A	LA FORMATION DES JEUNES	1
2248	WILLS J.	F	C	P	21	21/09/92	25/09/92	GR	A	VOC. TRAIN. OF YOUNG PEOPLE	1
2249	YOUNG E.	F	C		0	/ /	/ /				1
2602	KELLY, T.	M	C		0	/ /	/ /				1
2623	BARRON T.	F	C	P	9	18/05/92	22/05/92	E	A	LA FORMATION DES JEUNES	1
2639	S. JONES	F	Y	P	19	21/09/92	25/09/92	D	B	LA FORMATION DES ADULTES	1
2642	COATES P.	M	X	P	25	05/10/92	09/10/92	E	B	ADULT TRAINING	1
2653	CRABTREE B.	F	X		0	/ /	/ /				1
2658	GARSIDE G.	M	D	P	24	02/11/92	06/11/92	GR	C	VOC. TRAIN. & NEW TECHNOLOGIES	1
2666	HUSBAND S. C.	F	C	P	26	12/10/92	16/10/92	P	B	ADULT TRAINING	1

Annex 9

Community Programme of Study Visits
for Vocational Training Specialists 1992
List of groups

GR	CODE	NOM ABERGE	DEPART		THEME	PAYS ACC.
1	2220	MARSHALL JOHNSTON M.	6/ 4/1992	B	ADULT TRAINING	F
1	2260	KONING B.	6/ 4/1992	B	ADULT TRAINING	F
1	2343	ORNO M.	6/ 4/1992	B	ADULT TRAINING	F
1	2451	BERTHOLD, H.	6/ 4/1992	B	ADULT TRAINING	F
1	2245	WELSH A.	6/ 4/1992	B	ADULT TRAINING	F
1	2610	MALKMUS S.	6/ 4/1992	B	ADULT TRAINING	F
1	2617	BRAIA M.	6/ 4/1992	B	ADULT TRAINING	F
2	2224	MC GRATH K.	6/ 4/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	D
2	2244	WALKER B.	6/ 4/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	D
2	2337	JENSEN B. S.	6/ 4/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	D
2	2351	FRIAS GOMES J. C.	6/ 4/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	D
2	2406	MICHELAN E.	6/ 4/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	D
2	2440	GREENE M.	6/ 4/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	D
2	2496	HOMASSEL A.S.	6/ 4/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	D
2	2331	BARSLEV A. M.	6/ 4/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	D
2	2319	SARANTINOU-KANAPITSA E.	6/ 4/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	D
2	2618	CASEY J.	6/ 4/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	D
3	2272	VAN GAAL F.	4/ 5/1992	A	LA FORMAZIONE DEI GIOVANI	I
3	2315	PAPADOPOULOS B.	4/ 5/1992	A	LA FORMAZIONE DEI GIOVANI	I
3	2317	PAPANDREOU N.	4/ 5/1992	A	LA FORMAZIONE DEI GIOVANI	I
3	2323	STAMATIS G.	4/ 5/1992	A	LA FORMAZIONE DEI GIOVANI	I
3	2363	GUEDES N.M.	4/ 5/1992	A	LA FORMAZIONE DEI GIOVANI	I
3	2579	SROBE U.	4/ 5/1992	A	LA FORMAZIONE DEI GIOVANI	I
3	2272	VAN GAAL F.	4/ 5/1992	A	LA FORMAZIONE DEI GIOVANI	I
3	2315	PAPADOPOULOS B.	4/ 5/1992	A	LA FORMAZIONE DEI GIOVANI	I
3	2317	PAPANDREOU N.	4/ 5/1992	A	LA FORMAZIONE DEI GIOVANI	I
3	2323	STAMATIS G.	4/ 5/1992	A	LA FORMAZIONE DEI GIOVANI	I
4	2225	MC KELVEY J.	4/ 5/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	D
4	2355	DIAS LOPES J. P. J.	4/ 5/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	D
4	2392	HAUSER C.	4/ 5/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	D
4	2624	HEASLIP R.	4/ 5/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	D
4	2445	MAC MICHAEL G.	4/ 5/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	D
4	2543	REFOLIO ABELLA P.	4/ 5/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	D
4	2365	MADUREIRA D. C.	4/ 5/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	D
5	2303	ANASTASIADIS G.	11/ 5/1992	A	LA FORMATION DES JEUNES	F
5	2318	PAPAZOGLOU D.	11/ 5/1992	A	LA FORMATION DES JEUNES	F
5	2374	BIASUTTI M.	11/ 5/1992	A	LA FORMATION DES JEUNES	F
5	2359	FERNANDES GRACA E. M.	11/ 5/1992	A	LA FORMATION DES JEUNES	F
5	2574	CASABLANCAS MUNTANOLA A.	11/ 5/1992	A	LA FORMATION DES JEUNES	F
5	2619	PAPADIMITRIOU-T. M.	11/ 5/1992	A	LA FORMATION DES JEUNES	F
5	2641	VANDEN NOORTGAETE M.	11/ 5/1992	A	LA FORMATION DES JEUNES	F
6	2239	STEWART C.	11/ 5/1992	B	ADULT TRAINING	P
6	2242	TIPPING CLIVE PETER	11/ 5/1992	B	ADULT TRAINING	P
6	2261	MULDER M.	11/ 5/1992	B	ADULT TRAINING	P
6	2453	DIEDRICH-FUHS, H.	11/ 5/1992	B	ADULT TRAINING	P
6	2575	REISCH J.	11/ 5/1992	B	ADULT TRAINING	P
6	2568	RAYNIER N.	11/ 5/1992	B	ADULT TRAINING	P
6	2229	NEWNHAM K.	11/ 5/1992	B	ADULT TRAINING	P
6	2620	BERGE B.	11/ 5/1992	B	ADULT TRAINING	P

7	2204 DYSON A.I.	4/ 5/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	DK
7	2217 KENDRICK P.	4/ 5/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	DK
7	2233 ROBSON J.	4/ 5/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	DK
7	2309 EVANGELIDIS D.	4/ 5/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	DK
7	2629 CORREYA RAMOS F. M.	4/ 5/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	DK
7	2404 PATRIARCA P.	4/ 5/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	DK
7	2434 BRICK J.	4/ 5/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	DK
7	2628 HUCK T.	4/ 5/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	DK
8	2247 WHITEHEAD M.	18/ 5/1992	A	LA FORMATION DES JEUNES	E
8	2274 AUQUIER EVEN T.	18/ 5/1992	A	LA FORMATION DES JEUNES	E
8	2324 TSALEPIDOU M.	18/ 5/1992	A	LA FORMATION DES JEUNES	E
8	2393 IANNI D.	18/ 5/1992	A	LA FORMATION DES JEUNES	E
8	2403 PALMODDE P.	18/ 5/1992	A	LA FORMATION DES JEUNES	E
8	2293 MORREN J.	18/ 5/1992	A	LA FORMATION DES JEUNES	E
8	2567 RAIGNEAU M.L.	18/ 5/1992	A	LA FORMATION DES JEUNES	E
8	2599 LE-MOEL M.	18/ 5/1992	A	LA FORMATION DES JEUNES	E
8	2612 SCHLINKE S.	18/ 5/1992	A	LA FORMATION DES JEUNES	E
8	2623 BARRON T.	18/ 5/1992	A	LA FORMATION DES JEUNES	E
9	2203 DOCKRAT E.I.	18/ 5/1992	B	ADULT TRAINING	NL
9	2237 SMITH P.	18/ 5/1992	B	ADULT TRAINING	NL
9	2345 THIEDEN L.	18/ 5/1992	B	ADULT TRAINING	NL
9	2630 CASTRO MANSO J. M.	18/ 5/1992	B	ADULT TRAINING	NL
9	2462 HEYNE M.	18/ 5/1992	B	ADULT TRAINING	NL
9	2362 GASPAR A. V.	18/ 5/1992	B	ADULT TRAINING	NL
9	2243 TUDHOPE G.	18/ 5/1992	B	ADULT TRAINING	NL
9	2605 BELLANDI M.	18/ 5/1992	B	ADULT TRAINING	NL
10	2269 TILKIN J.	1/ 6/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	UK
10	2312 MOSCHONAS I.	1/ 6/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	UK
10	2348 BAIAO DOS SANTOS M. J.	1/ 6/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	UK
10	2408 PUZZO A.	1/ 6/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	UK
10	2471 PLATTER, R.	1/ 6/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	UK
10	2539 GONZALO SAINZ C.	1/ 6/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	UK
10	2553 DOMENECH MIRA M.	1/ 6/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	UK
10	2573 SOPPER-BANNERT E.	1/ 6/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	UK
10	2611 ACOSTA COLETO J.M.	1/ 6/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	UK
11	2523 LOPEZ-CORDON RODRIGUEZ J.	1/ 6/1992	B	LA FORMATION DES ADULTES	B
11	2557 BRIGUZE J.J.	1/ 6/1992	B	LA FORMATION DES ADULTES	B
11	2561 LALAPME G.	1/ 6/1992	B	LA FORMATION DES ADULTES	B
11	2353 CORREIA MIRA L. M.	1/ 6/1992	B	LA FORMATION DES ADULTES	B
11	2429 WEBER N.	1/ 6/1992	B	LA FORMATION DES ADULTES	B
11	2529 PAEZ-CAMINO COMPAN A.	1/ 6/1992	B	LA FORMATION DES ADULTES	B
11	2625 RODRIGUEZ REYES A.	1/ 6/1992	B	LA FORMATION DES ADULTES	B
11	2631 SEMMLER-THURNER M.	1/ 6/1992	B	LA FORMATION DES ADULTES	B
11	2633 PATERNO D.	1/ 6/1992	B	LA FORMATION DES ADULTES	B
11	2634 MECONI U.	1/ 6/1992	B	LA FORMATION DES ADULTES	B
12	2511 SENDRA PASTOR J.	1/ 6/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	F
12	2516 SANZ SANCERNI J.M.	1/ 6/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	F
12	2518 GUTIERREZ GAMEZ A.R.	1/ 6/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	F
12	2479 WAIDHAUSER, M.	1/ 6/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	F
12	2439 COYLE B.	1/ 6/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	F
12	2604 P.J.V. TABORDA	1/ 6/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	F
12	2635 COLLINASSI S.	1/ 6/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	F

BEST COPY AVAILABLE

13	2205	FAULKS CH.	15/ 6/1992	A	VOC. TRAIN. OF YOUNG PEOPLE I
13	2230	PEARSON C.V.	15/ 6/1992	A	VOC. TRAIN. OF YOUNG PEOPLE I
13	2265	STRENGERS C.	15/ 6/1992	A	VOC. TRAIN. OF YOUNG PEOPLE I
13	2296	BEKAERT C.	15/ 6/1992	A	VOC. TRAIN. OF YOUNG PEOPLE I
13	2482	WÜBBELER, K.	15/ 6/1992	A	VOC. TRAIN. OF YOUNG PEOPLE I
13	2427	SUKNEN F.	15/ 6/1992	A	VOC. TRAIN. OF YOUNG PEOPLE I
13	2208	FREEBORN S.	15/ 6/1992	A	VOC. TRAIN. OF YOUNG PEOPLE I
13	2609	MINDERMAN G.D.	15/ 6/1992	A	VOC. TRAIN. OF YOUNG PEOPLE I
13	2632	ALFF N.	15/ 6/1992	A	VOC. TRAIN. OF YOUNG PEOPLE I
14	2296	TOELEN J.	22/ 6/1992	C	F.P. ET NOUVELLES TECHNOLOGIES D
14	2638	DES O'DOHERTY	22/ 6/1992	C	F.P. ET NOUVELLES TECHNOLOGIES D
14	2550	ZAMORA ALONSO M.	22/ 6/1992	C	F.P. ET NOUVELLES TECHNOLOGIES D
14	2546	CUNADO ALCALDE L.	22/ 6/1992	C	F.P. ET NOUVELLES TECHNOLOGIES D
14	2416	SCOPPIO BALLACCI L.	22/ 6/1992	C	F.P. ET NOUVELLES TECHNOLOGIES D
14	2407	POETA S.	22/ 6/1992	C	F.P. ET NOUVELLES TECHNOLOGIES D
14	2637	G. GARCIA BRUNELLI	22/ 6/1992	C	F.P. ET NOUVELLES TECHNOLOGIES D
15	2291	JOOSTEN J.	7/ 9/1992	B	WEITERBILDUNG D
15	2308	DIMOPOULOS T.	7/ 9/1992	B	WEITERBILDUNG D
15	2426	CRTOLANI F.	7/ 9/1992	B	WEITERBILDUNG D
15	2533	ANDRES ANDRES G.	7/ 9/1992	B	WEITERBILDUNG D
15	2564	MOREAU H.	7/ 9/1992	B	WEITERBILDUNG D
15	2600	MORICET F.	7/ 9/1992	B	WEITERBILDUNG D
15	2643	MENIGOZ M.	7/ 9/1992	B	WEITERBILDUNG D
15	2654	VIANELLO A.	7/ 9/1992	B	WEITERBILDUNG D
16	2277	DEBAUDRENGHIEN A.	12/10/1992	A	LA FORMATIN DES JEUNES P
16	2282	POTVIN JEAN	12/10/1992	A	LA FORMATIN DES JEUNES P
16	2285	WATTIEZ C.	12/10/1992	A	LA FORMATIN DES JEUNES P
16	2382	COSTANTINI S.	12/10/1992	A	LA FORMATIN DES JEUNES P
16	2497	POIRIER S.	12/10/1992	A	LA FORMATIN DES JEUNES P
16	2206	FITTON CH.	12/10/1992	A	LA FORMATIN DES JEUNES P
16	2521	MAIER I.	12/10/1992	A	LA FORMATIN DES JEUNES P
17	2226	MOORE A.	14/ 9/1992	B	ADULT TRAINING DK
17	2360	FREITAS J.	14/ 9/1992	B	ADULT TRAINING DK
17	2428	WALDBILLIG F.	14/ 9/1992	B	ADULT TRAINING DK
17	2503	GILQUIN A.	14/ 9/1992	B	ADULT TRAINING DK
17	2562	LEPLATRE F.	14/ 9/1992	B	ADULT TRAINING DK
17	2656	KILLEEN T.	14/ 9/1992	B	ADULT TRAINING DK
18	2257	HEEMSKERK A.	14/ 9/1992	B	WEITERBILDUNG UK
18	2263	RIEMSTRA E.	14/ 9/1992	B	WEITERBILDUNG UK
18	2645	PENNINGS H.	14/ 9/1992	B	WEITERBILDUNG UK
18	2238	JORGENSEN C. P.	14/ 9/1992	B	WEITERBILDUNG UK
18	2340	LARSEN J.	14/ 9/1992	B	WEITERBILDUNG UK
18	2464	JASPER, T.	14/ 9/1992	B	WEITERBILDUNG UK
18	2481	WALTHER, K.	14/ 9/1992	B	WEITERBILDUNG UK
18	2548	MARTINEZ PEREZ J.	14/ 9/1992	B	WEITERBILDUNG UK
19	2639	S. JONES	21/ 9/1992	B	LA FORMATION DES ADULTES D
19	2571	HIMBAUT J.-C.	21/ 9/1992	B	LA FORMATION DES ADULTES D
19	2443	HYLAND I.	21/ 9/1992	B	LA FORMATION DES ADULTES D
19	2523	CASTELLO ZARZA J.L.	21/ 9/1992	B	LA FORMATION DES ADULTES D
19	2566	MARLE R.	21/ 9/1992	B	LA FORMATION DES ADULTES D
19	2502	DUMAS J.P.	21/ 9/1992	B	LA FORMATION DES ADULTES D
19	2644	VAN HATTUM T.	21/ 9/1992	B	LA FORMATION DES ADULTES D
19	2659	LOPEDOTA L.	21/ 9/1992	B	LA FORMATION DES ADULTES D
19	2662	IZNAOLA BRAVO P.	21/ 9/1992	B	LA FORMATION DES ADULTES D

20	2333	HANSEN H. H.	22/ 6/1992	B	ADULT TRAINING	F
20	2349	BARATA S. T. SALGADO C.M.	22/ 6/1992	B	ADULT TRAINING	F
20	2395	DEVALLE L.	22/ 6/1992	B	ADULT TRAINING	F
20	2461	HELLER, H	22/ 6/1992	B	ADULT TRAINING	F
20	2240	THURLBECK J. R.	22/ 6/1992	B	ADULT TRAINING	F
20	2390	DIOTALLEVI A.	22/ 6/1992	B	ADULT TRAINING	F
20	2219	LEWZEY L.	22/ 6/1992	B	ADULT TRAINING	F
20	2475	SCHÖNEBERGER, S.	22/ 6/1992	B	ADULT TRAINING	F
20	2253	BOOMSTRA W.	22/ 6/1992	B	ADULT TRAINING	F
21	2273	VAN ROOY T.	21/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	GR
21	2287	CLARYS J.	21/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	GR
21	2339	JORGENSEN F.	21/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	GR
21	2520	JIMENEZ JIMENEZ M.D.	21/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	GR
21	2558	CALISKAN B.	21/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	GR
21	2576	HERRE E.	21/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	GR
21	2485	FITZGERALD-SLOMAN, C.	21/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	GR
21	2248	WILLS J.	21/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	GR
21	2446	O'DRISCOLL S.	21/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	GR
21	2480	WALTER , K.	21/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	GR
22	2234	RYAN R.	28/ 9/1992	B	LA FORMATION DES ADULTES	I
22	2268	'T HART G.	29/ 9/1992	B	LA FORMATION DES ADULTES	I
22	2357	F. MARTINS SALVADOR J. F.	28/ 9/1992	B	LA FORMATION DES ADULTES	I
22	2655	GATTI W.	28/ 9/1992	B	LA FORMATION DES ADULTES	I
22	2500	QUATTRONANO R.	28/ 9/1992	B	LA FORMATION DES ADULTES	I
22	2524	MARTINEZ BENITO G.	29/ 9/1992	B	LA FORMATION DES ADULTES	I
22	2530	GONZALEZ SANCHEZ R.	29/ 9/1992	B	LA FORMATION DES ADULTES	I
22	2579	BONTRON A.	28/ 9/1992	B	LA FORMATION DES ADULTES	I
23	2305	VAROU-POULOU K.	28/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	UK
23	2314	PANTELAKOU S.	28/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	UK
23	2256	JACOBUS-GRAVESTEYN M.	28/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	UK
23	2342	ROSEGAARD MADSEN H.	28/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	UK
23	2410	RANUZZI A.	28/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	UK
23	2484	DANNENMANN, M.	29/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	UK
23	2505	ESPINOSA FERNANDEZ L.	28/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	UK
23	2510	CERVANTES REQUENA F.	28/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	UK
23	2597	HÜLSKEN M.	28/ 9/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	UK
24	2214	JAMES M. R.	5/10/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	F
24	2215	JONES D.	5/10/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	F
24	2272	AIELLI F.	5/10/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	F
24	2381	COFFELE L.	5/10/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	F
24	2544	OSET FERNANDEZ J.	5/10/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	F
24	2547	MORA DIEZ A.	5/10/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	F
24	2462	MUELLER, M.	5/10/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES	F
25	2223	MC GIMPSEY K.	5/10/1992	B	ADULT TRAINING	E
25	2642	COATES P.	5/10/1992	B	ADULT TRAINING	E
25	2325	TSIOKOS C.	5/10/1992	B	ADULT TRAINING	E
25	2387	DI LUCA M.	5/10/1992	B	ADULT TRAINING	E
25	2459	GULDE, V.	5/10/1992	B	ADULT TRAINING	E
25	2455	FUCHS, J.	5/10/1992	B	ADULT TRAINING	E
25	2299	VAN NES SAS I.	5/10/1992	B	ADULT TRAINING	E
25	2664	LE GUEVEL M.	5/10/1992	B	ADULT TRAINING	E
25	2669	BARTOLOMEI S.	5/10/1992	B	ADULT TRAINING	E

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26	2432 BARRETT M.	12/10/1992	B	ADULT TRAINING	B
26	2532 LATORRE FIGOLS J.	12/10/1992	B	ADULT TRAINING	B
26	2666 HUSBAND S. C.	12/10/1992	B	ADULT TRAINING	B
26	2470 NOLZE, M.	12/10/1992	B	ADULT TRAINING	B
26	2435 BYRNE J.	12/10/1992	B	ADULT TRAINING	B
26	2218 LANE D.	12/10/1992	B	ADULT TRAINING	B
26	2560 LE GUENNEC M.	12/10/1992	B	ADULT TRAINING	B
26	2246 WELTON M. P.	12/10/1992	B	ADULT TRAINING	B
26	2671 ZAZVAR PALACIOS V.	12/10/1992	B	ADULT TRAINING	B
27	2346 VELSER J.	12/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	IRL
27	2366 MOURA PIMENTEL M. A.	12/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	IRL
27	2394 LIBONI R.	12/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	IRL
27	2401 MOTTA D.	12/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	IRL
27	2501 DANCUN C.	12/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	IRL
27	2310 KALDIS P.	12/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	IRL
27	2321 SSOURCS B.	12/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	IRL
27	2543 BILSDORFER T.	12/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	IRL
27	2670 THIBOUT L.	12/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	IRL
28	2284 RASSART P.	12/10/1992	A	LA FORMATION DES JEUNES	L
28	2397 MEDAGLIA F.	12/10/1992	A	LA FORMATION DES JEUNES	L
28	2456 GAISBAUER	12/10/1992	A	LA FORMATION DES JEUNES	L
28	2517 JIMENEZ ILLESCAS L.	12/10/1992	A	LA FORMATION DES JEUNES	L
28	2519 CARRERAS BEJAR A.	12/10/1992	A	LA FORMATION DES JEUNES	L
28	2507 NUNEZ TURRIENTES I.	12/10/1992	A	LA FORMATION DES JEUNES	L
28	2275 BOUSMAN H.	12/10/1992	A	LA FORMATION DES JEUNES	L
28	2651 DESPIERRE G.	12/10/1992	A	LA FORMATION DES JEUNES	L
29	2238 SMITH S.	19/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	NL
29	2447 O'DALAIGH C.	19/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	NL
29	2490 MARTY P.	19/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	NL
29	2513 PEREZ CAMINO P.	19/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	NL
29	2514 SANCHEZ MUNOZ A.L.	19/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	NL
29	2487 LINDNER, C.	19/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	NL
29	2335 HEGNER P.	19/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	NL
29	2663 LAUFER G.	19/10/1992	A	VOC. TRAIN. OF YOUNG PEOPLE	NL
30	2232 MC GRATH M.F.	19/10/1992	B	ADULT TRAINING	D
30	2208 DAVIS PH.	19/10/1992	B	ADULT TRAINING	D
30	2329 ANDRESSEN A.	19/10/1992	B	ADULT TRAINING	D
30	2444 MC DONNELL P.	19/10/1992	B	ADULT TRAINING	D
30	2499 CABANAT J.	19/10/1992	B	ADULT TRAINING	D
30	2572 DE CILLIA S.	19/10/1992	B	ADULT TRAINING	D
30	2522 GONZALEZ BASCARAN I.	19/10/1992	B	ADULT TRAINING	D
30	2613 DERSOIR M.C.	19/10/1992	B	ADULT TRAINING	D
30	2614 GARCIA GOMEZ TEJEDOR G.	19/10/1992	B	ADULT TRAINING	D
31	2369 PESTANA J. S.	19/10/1992	C	F.P. ET NOUVELLES TECHNOLOGIES	F
31	2537 DE LA PENA SANZ A.L.	19/10/1992	C	F.P. ET NOUVELLES TECHNOLOGIES	F
31	2541 GARZO PEREZ F.	19/10/1992	C	F.P. ET NOUVELLES TECHNOLOGIES	F
31	2551 BALBAS MORENO A.	19/10/1992	C	F.P. ET NOUVELLES TECHNOLOGIES	F
31	2411 RICORDY S.	19/10/1992	C	F.P. ET NOUVELLES TECHNOLOGIES	F
31	2221 MC FETRIDGE D.C.	19/10/1992	C	F.P. ET NOUVELLES TECHNOLOGIES	F
31	2658 VIRGA D.	19/10/1992	C	F.P. ET NOUVELLES TECHNOLOGIES	F
31	2675 ZAINO E.	19/10/1992	C	F.P. ET NOUVELLES TECHNOLOGIES	F

32	2294	PROVE-THOMAES J.	30/11/1992	A	LA FORMATION DES JEUNES UK
32	2508	ESPEJO-SAAVEDRA STA.EUG.J	30/11/1992	A	LA FORMATION DES JEUNES UK
32	2477	TRODLER, H.	30/11/1992	A	LA FORMATION DES JEUNES UK
32	2563	LOUSTAUDAUDINE J.	30/11/1992	A	LA FORMATION DES JEUNES UK
32	2389	DI NUBILA R.D.	30/11/1992	A	LA FORMATION DES JEUNES UK
32	2569	RISSE A.M.	30/11/1992	A	LA FORMATION DES JEUNES UK
32	2681	M. MONTERO Y REY	30/11/1992	A	LA FORMATION DES JEUNES UK
33	2236	SCAPLEHORN G.	26/10/1992	A	LA FORMATION DES JEUNES I
33	2278	JACQUES DESSOY F.	26/10/1992	A	LA FORMATION DES JEUNES I
33	2279	MANIQUET L.	26/10/1992	A	LA FORMATION DES JEUNES I
33	2352	BORLIDO DOS SANTOS R.	26/10/1992	A	LA FORMATION DES JEUNES I
33	2370	RAFAEL M. S.	26/10/1992	A	LA FORMATION DES JEUNES I
33	2509	THOMAS ANDREU M.M.	26/10/1992	A	LA FORMATION DES JEUNES I
33	2515	NAVARRO RECIO A.	26/10/1992	A	LA FORMATION DES JEUNES I
33	2276	BULTOT G.	26/10/1992	A	LA FORMATION DES JEUNES I
33	2347	ANTUNES F.	26/10/1992	A	LA FORMATION DES JEUNES I
33	2598	BELTRAN R.	26/10/1992	A	LA FORMATION DES JEUNES I
34	2653	SARSIDE G.	2/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES GB
34	2258	HIETBRINK E.	2/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES GR
34	2359	F. VICENTE LOURENCO M.J.	2/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES GR
34	2378	CARICCHIO L.	2/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES GR
34	2449	RAPPLE E.	2/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES GB
34	2473	SCHLUTTER, K.	2/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES GR
34	2511	HARADA A.E.	2/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES GR
34	2446	MURPHY M.	2/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES GB
34	2606	MORAND L.	2/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES GR
34	2615	HADDOUF M.	2/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES GR
35	2454	DIEHL, H.	2/11/1992	A	VOC. TRAIN. OF YOUNG PEOPLE E
35	2458	GULDE, KLAUS	2/11/1992	A	VOC. TRAIN. OF YOUNG PEOPLE E
35	2229	OWEN-JONES S. M.	2/11/1992	A	VOC. TRAIN. OF YOUNG PEOPLE E
35	2306	CHARALAMPIDOU M.	2/11/1992	A	VOC. TRAIN. OF YOUNG PEOPLE E
35	2227	MORRIS G.	2/11/1992	A	VOC. TRAIN. OF YOUNG PEOPLE E
35	2402	MUGHINI C.	2/11/1992	A	VOC. TRAIN. OF YOUNG PEOPLE E
35	2676	VISSER H.	2/11/1992	A	VOC. TRAIN. OF YOUNG PEOPLE E
35	2322	SOFIANIDIS L.	2/11/1992	A	VOC. TRAIN. OF YOUNG PEOPLE E
36	2254	BOSS F.	9/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES IRL
36	2259	KIDANE MARIAM-CLETON C.	9/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES IRL
36	2549	GASALLA DAPENA J.M.	9/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES IRL
36	2565	MONORY-DEMOULIN F.	9/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES IRL
36	2299	MENNOIA V.	9/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES IRL
36	2577	SCHOEFFMANN H.	9/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES IRL
36	2216	JOTHAM R.	9/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES IRL
36	2491	HAAS D.	9/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES IRL
36	2608	FREYER C.	9/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES IRL
37	2207	FRACZEK CH.	16/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES DK
37	2209	FRESHWATER M.R.	16/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES DK
37	2295	RYDANT R.	16/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES DK
37	2298	VERDONCK G.	16/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES DK
37	2383	DELLE PIANE V.	16/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES DK
37	2398	MEGHNAGI S.	16/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES DK
37	2437	CONWAY L.	16/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES DK
37	2646	FUSCO F.	16/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES DK
37	2674	SCHULTE H.	16/11/1992	C	VOC. TRAIN. & NEW TECHNOLOGIES DK

38 2208 DENYS J.	16/11/1992	B	ADULT TRAINING	UK
38 2677 DOESBURG I.	16/11/1992	B	ADULT TRAINING	UK
38 2334 HANSEN K. K.	16/11/1992	B	ADULT TRAINING	UK
38 2344 POULSEN M.	16/11/1992	B	ADULT TRAINING	UK
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Report on activities 1992

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The study visit programme is designed to provide a forum for communication between vocational training experts from EC Member States.

An evaluation system has been set up to monitor this complex and extensive programme, making it possible to assess the degree of satisfaction of beneficiaries. This report looks at the results of the programme and evaluates its efficiency and effectiveness.

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